IV

1943. **File No.** 3260/36.

DOCLASS P. W. **DEPARTMENT**

E. **BRANCH**

Subject:— Establishment.
Temporary and work-charged
Conversion of — into
Permanent Pensionable.

B[K] 1943.

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G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 3260/36 - IV

Public Works DEPT.

E. BRANCH.

References :— Copies from the original file B[M].

Date.	To whom sent.	Notes and instructions.

Notes on discussion with Mr.G.Hurry, Senior Assistant, Finance Department, on the case regarding conversion of workch ed and temporary establishment into permanent or temporary e establishemtn.ent

The following general principles were discussed:-

(1) Method of application of cut:(a) When temporary and wor charged persons are brought on permanent establishmmnt 16% cut should be effected in their existing pay subject to the orders issued in G.R.No. 4051/36, dated the 10-10-41.

(b) A person on work-charged establishmmnt when promoted to temporary establishemtn gets only slight improvement in leave terms and status. Pension is granted to him for half the temporary service provided he produces indigency certificate and that too as a matter of grace. There is, therefore, no case in effecting the full 16% cut as in the case of temporary/ work-charged establishment when brought on permanent establishment

The date of increment should remain unaffected after being made temporary or permn. Id/-31-12.

In view, however, of the improvement in proppects of the work-charged, eestablishmmnt when brought on temporary establishment, their pays should be fixed on previous service basis in the new scale that may be sanctioned by Govt.less one increment.

(2) Method of application of old or revised scales of pay.

(a) Temporary establishment: Temporary subordinates serving from a date prior to 4th August 1931 will be given the old scale when the following conditions are satisfied:-

(i) In continuous service from a date prior to 4th August 1931 in the same post;

(ii) In ~~xxxxxxxxxx~~ continuous service from a date prior to 4th August 1931 inposts which are within the same promotion grpups.

(b) Work-charged establishment,Work-Charged persons to be brought on temporary or permanent establishment should be given new scalex of pay.

(3) Revision of existing scales.

(a) When a scale for a cadre is in existance prior to the general revision of scales and corresponding revised scale has

also been subsequently sanctioned, the question of re-revision does not arise

(b) when a scale has been sanctioned for a solitary or few posts and substantial additions are proposed to be made to the post, it is a case for re-examining the scales already sanctioned.

There are however no such cases in present proposals.

(4) In cases where a subordinate is drawing pay in excess of the maximum of the revised scale that may hereafter be sanctioned by Government he may have the option of re remaining on temporary or work-charged establishment as the case may be or accept the reduced pay.

Id/-
31-12-42.

These suggestions would appear to be in order.
Id/-
31-12-42.

Statement No.I.

Statement showing revised pay scales as finally accepted by Finance Department of certain classes of Establishment at present borne on temporary of work-charged establishmentwhich are porposed to be brought on permanent establishment.

Note:- The posts will be sanctioned under the major heads "XVII-Irrigation" 18 (Public Works Department,)", 39-Public Health and 50-Civil Works according to recommendation of the local officers.

Sr1. No.	Designation.	Scale finally adopted.
		Rs.
1.	Mechanical Assistant, Boring Section.	170-10-250-E.B.265-15-400.
2.	Classifier.(Soil).	110-8-150.
3.	Mechanical Overseers.	54-4-90-E.B.-4-130-E.B.-5-180
4.	Overseers.	
5.	Surveyors.	
6.	Cashier (Poona Water Works Sub-Division).	70-5/2-95.
7.	Draftsmen.	90-5/2--140
8.	Assistant Draftsmen..	50-5/2-90.
9.	Division Clerks. (Last grade).	25-5/2-65.
10.	Sub-Divisional clerks.	25-5/3-75.
11.	Meter readers.	25-5/3-75.
12.	Assistant Storekeepers.	25-5/2-65.
13.	Work-takers.	25-5/2-65.
14.	Time keeper.	25-5/2-65.
15.	Karkum(Sectional).	20-2/2-40.
16.	Oil Engine Driver.	20-;-30.
17.	Sluice Keepers.	13-1/2-20.
17A.	Keymen.	
18.	Headman (C.C.)	19.
19.	Hamals (C.C.)	17.
20.	Inferior servants e.g. peons,chowkidars,etc.	According to rates already sanctioned for P.W.D. inferior servants The presumption made by F.D. at p. 100 (Sr.No.12,Col. 7 is correct.

1	2	3
	51 Bombay Development Scheme.	
21. *Clerk(in the office of the Directors Development Department, Chawls.)	135-5-185.	*He may be given ~~the~~ distinct name "Director's Clerk".
22. Head Clerk(Manager Development Department, Chawls.)	100-5-160.	" Do D.D.C. Manager's Senior clerk. Id/- 10-4-
23. Clerks.	50-5/2-90-5-140.	
24. Chawl Superintendents.	50-5/2-90-5-140.	
25. Examining cashier.	50-5/2-90-5-140 Plus Special pay of Rs. 30 per mensem.	
26. Mukadam.	23 (Fixed pay.)	
27. Watchmen.	23(Fixed pay.).	
28. Peons.	23(Fixed pay.).	

Id/-
26-3-43.

Id/-
10-4-43.

1	2	3	4	5
6.	Fieldmen and Laboratory Assistant.	Rs. 395/2-80.	Rs. 30-35-5/2-60, with Rs.25,p.m. for 2 years for untrained men.	The scale sanctione field kamgars in th Deptt. may be adopt
	Karkuns.Divnl. and sub--dnl.	25-5/2-60.	25-5/2-53	The standard cleric of Rs. 25-5/2-55, s suitable.
8.	Measurers.	25-5/3-55.	20-5/3-50	The proposed scale s be generous compared the actual pay range porary,establishment
9.	Inspectors. Sectional. Canal/	40-2-60	40-2-50	do
		25-1-35	20-1-35	do
10.	Signallers.	30-2-50-1-60-1-60	25-1-40-2-50.	do
11.	Patkaries.	15-3/2-21--1-25.	13-1/2-20	do
12.	Mukadams/	18-1-30	18-1-25.	The maxinin is highe on tempy.estabt/.
13.	Khalasis		Poona/Bad, Bandra Salsette Bassin Palghar Kalyan(other places14/13.)	These seemsto be servants whose dut 18.17.akin to those o The sanction nates may be adppted.
14.	Tapalis.			
15.	Telegraph peons.			
16.	Mukadams (in Presy.Dn.)	30-2-50.	30-2/2-50 Bompr 31-1-50(if P.W.D. prefers)	
17.	Liftmen. (1) Bombay. (2) Poona.	30-1-50. 20-1-30	32(fixed 0 25(fixed)	The sanctioned ra the Liftmen in Sect Rs. 32 fixed pay.
18.	Water rate Collectors.	70-5-95 40-5/2-65	1 Post-65-5-85 3 Posts-40-5/2-60.	The scale is sanc the basis of 16% c maximum and minimu prewar days.

S.R.S.
4-8-56/

for Agrl.	The scale proposed by F?D. differs from the one proposed by this Deptt. in the maximum and the initial starting pay in the case of untrained men. It is for orders whether the scales proposed by the F.D. may be accepted.	F.D. Scale may be accepted. Yes. Id/- 11-5-43.
scale ms	The scale of the lowest grade of Dnl. clerks is Rs.25-5/2-65 and that of the Sub-dnl.clerks is Rs. 25-5/3-75. There is not material difference in the Sub-Dnl.-offices duties of the karkuns attached to Dnl. of Sub-Dnl. officese as compared with these of Dnl. a nd Sub-Dnl,clerks respectively. The category of Divnl./Sub-Dnl. karkuns maybe merged in Divl. /Sub-Dnl. clerks in the scale of Rs. 25-5/2-65 & Rs. 25-5/3-75 respectively.	F.D. scale may be accepted as Karkuns may have lower qualifications. Dnl.Karkuns 25-2-60 5 Sub-Dnl." 25-5-60 3 Id/- 11-5-43.
ms to ith n tem-	The F.D. considers that the scales proposed by this Deptt. in respect of the 5 classes is generous compared with the actual pay range on tempy. Estabt. The ranges of pays in respect of the 5 classes are as shown below:- Measurers. 18 - 54 Inspectors. 20 - 60 Signallers. 25 - 60 Patkarirs. 13 - 25 The range of pays are in the prewar days. and these are not therefore inflated. There is no ground to cut the maximum. It is for orders whether the following revised scales may be recommended:- Measurers. Rs. 20-5/2-50.)) Inspectors Special. Rs. 40-2-60))I agree. Inspectors Canal. Rs. 25-1-35)) Signallers. Rs. 25-2-60 Patkaries. Rs. 13-2/2-25. The scale proposed by F.D. may be accepted.	
than		25-2-45-1-60 may do, -15-2/2-25 should do start is very adequa Yes Id/- 11-5-
nferior s are peons. r peons	The Scales proposed by the F.D. are for orders appears that khalasis should be differentiated from ordinary peons as they are skilled shourers.	F.D. scales may be accepted. Id/- Yes. 11-5-
	The scale of Rs. 30-1-50 proposed by Jt. Secy. may be accepted.	I agree Yes. Id/- 1-5-43.
for is	This Deptt. may press for a sliding scale than for a fixed scale. The F.D. may be requested to agree to the scale proposed in col. 3.	fixed pays are objectionable & scales are necessary adjusted if essential to:- Bombay 25-1-40 Id/- Poona 18-1-30 11-5
ned on In the 1	The scale proposed by the F.D. may be accepted This Deptt. may however suggest the 4 posts may be divided into 2 categories equally (2 & 2) as in serial No. 3 above.	F.D. proposal may be accepted. Id/- Id/- 10-4-43. 11-5-43

stablishments proposed to be brought on permanent establishment and in ccepted by the Finance Department.

	Office Note.	Dy.Secys' and Secy!s orders.
	6	7
3	The duties of the post comprise the supervision nd of the all machinery in the Poona Water Works Sub- ost Dn. The Mechl.Asstt. is directly responsible for the running of all plant. The assumption made by be the F.D. that the scale already sanctioned is 8 inflated is not correct. Pl.see portion 'A' at p. 83 of file No.P.190/52-II in which it was stated by the F.D. that the scale mentioned in col.3 will be liable for revision if Govt.decides to fix a lower scale for Mechl.Engrs. in general. By Mechl.Engrs is not meant Mechl.Overseers whose duties are only of subordinate nature. The duties of the Mechl. Asstt. do not differ widely from those of Mr.V.R. Maratha, Mechl.Asstt. in the Dapuri Workshops for- whom a pay scale of Rs.170-10-265-15-400-20- -500(B.S.E. Class II scale) has been sanctioned by Govt, The F.D. may therefore be requested to reconsider its view and agree to the scale mentioned in col. 3.	The Mechanical Asstt is a rank superior to that of a Mech.overseer at serial No.2 Scale in Col. 3 is necessary. I agree. Id/- 11-5-43.
r	This Deptt. may accept the scale proposed by the	I agree with the D.M. Id/-11-5-
73/ n e3.	This Deptt, may agree to the scales proposed by the F.D.	I agree with the D.M. Id/- 11-5-
uld	The Duties of a tracer/commputor include the knowledge of drawing up small sketches, etc. These duties are therefore more onerous than either of the last grade Dnl. clerks or of Asstt.store kee- pers. There are at present two posts of tracers on permanent estabt. in the scale of Rs. 25-2-55- -3-70. This scale was sanctioned as late as 1941 Conditions have not changed since then. It is for consideration whether this Deptt. may agree to the scale proposed by the F.D., viz. Rs.25-5/2-65.	Tracers and Computor later on may develop with Asstt.D'man. They are not clerks in any sense and hence the scale proposed by the P.W.D. may be accepted Id/- 11-5-
in t. ne riders.	The duties of Daftaries, cover also duties expected of a Jnr.clerk in the Dnl. office. The lowest scale of pay for Dnl. Clerks is Rs.25- -5/2-65. In the case of Daftaries the rate of increment is 1 biennially as against 5 in the case of clerical estabt. The scale proposed by this Deptt. is neither inflated nor generous. This Deptt. may therefore request F.D. to reconsider its view. If, however, the scale proposed by the F.D. as laid down in F.D.G.R.No.N.1787/33, dt. the 25-3-36, is to be accepted. It may be as modified by the Deptt. G.R. No.1787/33, dated the 15-9-1936. so far as the office of the S.E., N.C. is concerned.	I consider that one pay for years is hardl conclusive to contentm I sould agree scale of 20-1/2-30 if F.D. does not agree to 25-1/2-35 which is really not generous. I agree. Id/- 11-5-43.

Statement No.II.

Statement showing pay-scales of certain classes of temporary and work-charge
which the proposals made by the Public Works Department have not bee

Srl. No.	Designation.	Scale proposed by		Reasons in brief advan by the Finance Departm for the porposed scale
		P.W.D.	F.D.	
1	2	3	4	5
		Rs.	Rs.	
1.	Mechanical Assistant.	100-10-190-E.B.-12-310.	54-4-130-5-150.	When the scale is in C was sanctioned there w intention of making th permanent and pensiona The scale must therefo taken as inflated.B.S scale is accordingly p posed.
2.	Mechanical Overseers.	60-5-120-8--200.	54-4-130-5-150.	The P.W.D. has prop revised D.S.E.S.Scal Mechl. Overseers. Th same may be sanction
3.	Foremen.	60-5/2-100-105-5-150.	2 Posts 60-5/2-100-E.B.-5-150. 2 Posts. 60-5/2-100-E.B.-5-140.	In the P.W.D. Memo. /36-E,dated the 26-4 the scales mentione Col.4 have been san
4.	Tracers and Computors.	25-2-55-3-70.	25-5/2-65.	The scale in col.3 sanctioned with ref. few posts. The scale be the same as those Asstt. Store-Keepers clerks.
5.	Daftaries.	25-1/2-35.	20 and 25.	The scale in col.3 fixed with ref. to posts.The standard r of daftaries sanctio P.D., E.B.No. 1787/33 26-3-36, is Rs. 20 1 S.E's. and other big

Office note.

This case deals with the following questions in connection with the conversion of certain tempy/ posts and posts on work-charge est. into permanent posts;-

(1) Fixation of scales of pay.

(2) Fixation of pays of present incumbents in the proposed scales of pay.

(3) Counting of the previous tempy. work-charged service for pension.

The proposals of the F.D. in the matter are contained at pp. 71-110 ante. As a basis to the proposals informal discussions were held between the Snr. Asstt. in the F.D. and an Asstt. in the P.W.D. a summary of these discussions was already submitted to the Dy. Secys. and will be found at pp. 117-118 ante.

2. Fixation of scales of pay. The F.D. has discussed in detail the method of fixation of pay scales in para. 5-8 of that Deptt. note at pp. 73-82. Two statements have been prepared Statement N^{o}. 1 deals with scales of pay with which the F.D. has agreed with the proposals this Deptt. and Statement N$_{o}$. 2 deals with scales of pay with which the F.D. has suggested modified proposals.

(1) The scales mentioned in Statement I require no comment and will be adopted. It may however be mentioned that in respect of Dnl. clerks it was stated that 50 Dnl. clerks will be brought on pt. estabt. For purposes of calculations only the last grade scale was adopted. Actually however the local officers had suggested the posts in the following scales for permanency:-

Revised scale.

Circle.	Rs. 95-5-115	Rs. 70-5-95	Rs. 25-5/2-65	Total N^{o}. of clerks.
	No. of Cl.	No. of Cl.	No. of Cl.	No. of Clerks.
N.C.	2	4	11	17
S.C.	....	....	4	4
D.I.C.	....	5	13	18
CC	2	5	2	9
C.P.H.E.	1	--	1	2
Total.	5	14	31	50

As these are already sanctioned scales for the corresponding posts, the F.D. will, it is presumed, have no objection to the above posts being replaced for the 50 posts of Dnl. clerks mentioned in the scale of Rs. 25-5/2-65.

I agree. Id/-10-4
Yes. Id/11-5-43.

(ii) In Statement II a Comparative statement showing the pay scales proposed by this Deptt. and the F.D. in respect of certain classes is shown. After the By.Secys and the Secy, have given orders, the statement will be referred back to the F.D. for consideration.

I consider that fixed pays to be unsatisfactor one should have progressive emplutions for containtment. Id/- 10-
Pl. see state. for of my remarms. Id/-11-5-43.

(iii) The presumptions made at 'B' and 'C' at pp. 78/79 may be confirmed.

Yes. Id/- 10-4

(iv) The F.D. has agreed that in cases where old scales of pay are in existance for corresponding posts for which revised pay scales have already been sanctioned, a subordonate eligible for the old scale in accordance with the genl. orders of Govt. will be given that scale. An example of this type will be that of a tempy. Dnl.Clerk now proposed to be brought on pt. estabt. If he is an old entrant i.e. is in continuous service from a date prior to 4-8-31 he will drawa the old scale of the corresponding grade.

These old & new scale recurring simaltaneou ly create a lot of corres dance & troub but I suppose The position is incurable & has to be endorsed. Id/-10-

(v) The genl. principles emmaiated by the F.D. para 8(1) of its note may be accepted.

Yes. Id/-11-5

3. Fixation of pays of pt. incumbants in the proposed scales of pay. The F.D. proposes to fix the pays of the present incumbent, on confirmation, in accordance with the orders issued in G.C.M.No. 2648/36, edated the 25-8-41 as modified by G.R. No. 4061/36, dated the 10-10-41.

(i) This Deptt. may accept the suggestion in respect of confirmation of tempy. estabt. only.

Yes. Id/-10-

(ii) The proposal made by the F.D. will however at very harshly in respect of members of the work-charged estabt. in view of the orders issued para. 6 of G.C.M.No. 2648/36, dated the 28-9-41, which inter alia state that no credit for work-charged service can be given for fixing the pay on the pt. estabt. In other words a person on work-

the pay on the pt. estabt. In other works, a person on work-charged estabt. promoted to pt. estabt. is to be treated as a fresh recruit and given the same rate of pay as is admissible to a person directly appointed to the pt. estabt. The reasons advanced by the F.D. for this differential treatment (as compared with the treatment accorded to tempy. estabt.) will be found in para. 8 (2) of that Deptt. note.

It has already been proposed by the F.D. that all persons on the work-charged estabt. who will be brought on to the pt. and tempy. estabt. should be given only the new scale of pay. It is also proposed to give different treatement to this class of estabt. in the matter of counting its previous work-charged service for pension. The contingency mentioned by the F.D. in the concluding portion of para. 8(2) of its note will be very rare and if at all the remedy will be to revise the few past cases than to make a whole class of estabt. suffer for the few case

This Deptt. may therefore suggest that in view of the new line of policy now laid down by Govt, it will be desirabl for purposes of fixing the pays on confirmation to lay down the same principle in respect of work-charged estabt. as existing for the tempy. estabt.

es; allW/c est. to be tr treated in the same manner, as tempy, estb. when both type are made pemt. In case of Overseers, only. Para 6 of G.C.M.No. Dt.25-9-41 Should be followed. Id/- 11-5-43

4. Conting of the previous tempy/work-charged service for pension. The F.D. suggests that in respect of tempy. estabt. only ½ of the previous tempy. service may be allpw to count towards pension and in respect of work-charged estabt, onl. 1/2 or 1/3 Pl. see in this connection para.11 of that Deptt.note ante. The suggestions are made to keep down the pension cost.

It has been decided that 887 posts on tempy. estabt. should be brought on pensionable estabt. These 887 posts are distrubuted over several classes of estabt. such as, Overseers, Surveyors, Clerks, Dnl. Clerks, D'men etc. and also include in particular 6 Sub-Dnl. clerks, It is true that compared with the 186 tempy. Sub-Dnl. clerks who were made pt. in 1939, the present numbers is much

is much in excess. But it has to be borne in mind that the Sub-Dnl. estabt. was a single category and in no posts exceeds 186. If the F.D. view is accepted it will create an immediate distinction amongst the subdtes, of this Deptt. serving in different categories. Papers underlying para. 6 of G.R.No. E-1458, dated the 30-6-1910 in which it was decided that D'men should not be allowed to count their previous tempy. service for pension are put up. The reason for not allowing D'men to count their previous tempy. service for pension was that the apptts. were held to be altogether new apptts. vide pl. notes at pp. 63-64 and 135 of Vol.No. 1011/10-14. The proposals under consideration is of conversion of certain existing tempy. posts into pt. posts. Conditions have materially changed since then. Papers underlying G.R.No. S-92/21090, dt. the 9-1-24 are also put up. These deal with Storekeepers.

Since 1939 as a matter of policy half the tempy. service of a tempy. Govt. servant is allowed to count for pension as soon as indigence is established. Thus the tempy. estabt. was hitherto enjoying some concession in the matter of counting their past service for pension.

In G.M.No. 7578/27-E, dated the 2-11-1933, the local officers were informed that in cases where scales of pay already existed no pay higher than the initial stage of that scale should be given without the sanction of Govt. Thus in the matter of initial pays there was no distinction between tempy. and permanent men. On confirmation the pays of tempy. subdtes. are further cut down by 16% for the benefit, the tempy. subdtes. may accure in the matter of leave and pension. It will thus be seen that at every stage the tempy. servant was made to suffer.

Another important point is that as a matter of policy we are going to convert certain number of tempy. and work-charged posts into pt. posts. It is therefore for consideration whether this Deptt. may suggest that in respect of tempy. estabt. their whole tempy. service may be allowed to count for pension under

I think ½ the centimuous
tempy.or w.c. under B.C.S.R. 240(1) and in respect of members of the
sercive may count
towards pension work-charged estant. ½ of the previous tempy. service may be
two breaks of 6
months, such beinge allowed for pension.
overlooked in the
priod of over 15 years or one in 10 years.. Id/- 10-4-43.
See (x) Below. Id.- 11-5

le pesiod

55 In addn. to the points raised by the S.D. and discussed in the foregoing paras. the following points arise:-

(1) Relaxation of the prescribed age limit and educational qualifications in respect of subordinates who are already /work-charged posts which they are holding at present.

These two concessions
ould be granted,
hink, of cause only
lthy & adequently
lified persons will
note permit.
Id/- 10-7-43.

(2) Exemption from the production of medical certificate of physical fitness.

May be granted.
Yes.

In the case of Sub-Dnl. clerks similar exemptions were granted vide para, 1(eØ) of G.R. NO. 3140/36, dated the 12-12-39. Similar orders maybe issued in respect of posts (both tempay and work--charged). which are proposed to be made permanent /temporary. The P.& S.D. and the F.D. will be consulted on these points.

I agree

6. These papers will as proposed above be referred u.o. to P.& S.D. and F.D. on receipt of orders on the foregoing paras. and statement N^{O}.II.

Id/- 30-3-43.

May Issued
Id/-
10-

(x) To bring to speady conclusion, this long drawnout case, I am of the opinion that in case of tempy. men 3/4 period of men should count towards pension of
in case of n W/C 1/2 should count towards pepsion
2/- Breaksin continuous service not excuding 1/10 NO.of total service may be condowed for pusposes of pensioner only
3/- Government orders in this case should have

Id/- 11-5-43.

(E.B.) Office note.

As verbally directed by the secretary the followingnote is put up.

2. It has been decided by Govt, that 2,220 posts (877 tempy. posts and1,343 work-charged posts) should be brought on pt. estabt. and 425 posts at present borne on the workcharged estabt. should be brought on tempy. estabt. subject to the examination by the F.D. of the pay-scales, etc. of these posts. In the notes at pp. 53-126 ante the question of fixing the pay scales, etc. of 2,173 posts has been taken up. In addition to these posts there are 472 work-charged posts which are proposed to be converyed into pt. or tempy. 344 to be brought on pt. estabt. and 128 on tempy. estabt. No scales were so far fixed for these posts and the question of fixing scales of pay is under consideration in this Deptt. Proposals in this respect will be referred to the F.D. after settling some points with be referred to the F,D. after settling some points with the local officers. Included in the above 472 posts there are the following 2 categories which can be dealt with dndependently. It is therefore proposed to dealt with independently. It is therefore proposed to deal with them along with the proposals at pp. 119-126 ante.

	Number of work charged posts proposed to be brought on	
	Permanent.	Tempy.
(1) Maistries,	159	16
(2) Inspectors in N.C.	17	2
	176	18

3. Maistries. The Maistries are recruited from read karkuns or manyering karkuns after they have put in certain number of years of service in this Deptt. They are required to possess knowledge of following:-

Thed duties of a Maistry are similar to that of Karkun when in charge of roads.

He has in addition the following duties.:-

(1) Setting out small masonry work. supervise the quality and quantity of building materials.

(2) To see that foundations are excavated to the proper line and level preliminary to be in passed by the sub-dnl. Officer.

(3) To see that specifications of bldg. work- regards stone, lime, joints, dressing stone headers. wood work,etc. strictly adher

(4) To take measurements for departmental work when authorised to do so.

(5) To arrange for small departmental works.

In short the duties of a Mastry are more onerous when those of a Karkun. He knows more of technical work than a Karkun.

The range of the pays of this class of estabt. in power times varied between Rs. 24-60. In the case of sectional Karkuns, the F.D. has agreed to a scale of Rs. 20- 2/2-40. The conference of the S.Es. held in Poona had recommended a scale of Rs. 30-2-50-E.B.-5/2-70. The Dy.Secy. has suggested that the scale suggested by the S.Es. may be adopted. Orders are requested what scale maybe adopted.

4. Inspectors in the Northern Circle.

Inspectors are supervising Establishment of an order Superior to that of the usual 'Maistry Class' and are an institution existing over half a century. As they have to deal with high officials in Bombay during the executium of their work, their work is a high standard and efficiency.

They have:-

(a) a working knowledge of their section,
(b) knowledge of English,
(c) can draw plans and simle estimates,
(d) lately been recruited from qualified D.C. Es. or holding Diploma in Civil Engineering either of the V.J.T.I. or Kala Bhuvan.

Their pys are regulated in the following scales:-

Old:- Rs. 50-2-80
New:- Rs. 40-2-60.

As these Inspectors will be employed in Bombay only the scale which will be applicable to them will be a Bombay scale. In other words it will include an element of c.l.a. The S.E. N.C. has proposed a revised scale of Rs. 40-2-70. The duties allotted to the Inspectors are not only analogue to those of Maistries but slightly higher. In the case of Maistries a scale of Rs. 30-2-50-E.B.-5/2-70 which was recommended by the

the S.E.• has been proposed to be adopted. That scale is however a mfuhail scale. The amount of c.l.a. admissible for Rs. 30 is Rs. 10 p.m. and for Rs. 70 it is Rs. 20 p.m. vide p. 104 of the B.C.S.R.Vil.II. Adding 4/5th of this to arrive at a Bombay scale from the scale proposed for Maistries the scale for Inspectors work out to Rs. 38-2-50-E.B. -5/2-88. It is therefore for orders whether the scale recommended by the S.E.,N.C. viz.Rs. 40-2-70 may be adopted for Inspectors.

I think so Id/-14-5

5. On receipt of orders on the above paras. these papers may be referred u.o. to the F.D. and the P.& S.D. for considerin the proposals made by this Deptt. atpp. 121.et.seq.

Id/- 13-5-43.

Id/-
18-5-43.

(1) Scale for Maistries be fixed at:- 30- 2-50-E.B.-5- 70-
(ii) Scale for Inspectors Inoperators be fixed at:- 40-2-50-E.B. 80.

2/- It is very desirable that very early orders are issued on this case.

Id/-
18-5-43.

Urgent.
u.o.r. to F.D. P.& S.D. DS.
the 17th May 1943.

Finance Department.

Submitted with reference to this Deptt note dated the 27-2-43.

2. The P.W.D. have in the main accepted out proposals. The following remarks are offered on the points where thereis still difference of opinion.

3. Para.2(i) of the P.W.D. note dated 11-5-43.F.D. may agree.

4. Para.2(ii) of P.W.D. note dated 11-5-43. The followng remarks are offered,

(1) Mechanical Assit. (Rs.100-10-190-E.B.-12-310).

Please see serial No.1 pn p. 121 ante. The proceddings quoted by the P.W.D. have not been sent by that Deptt. It is, the however, now stated that the duties of the post are comparable to those of the Mechanical Asstt. Dapuri Workshop for which thw Class II scale has abeen sanctioned. F.D. may perhaps agree to the P.W.D. proposal.

(2) Tracers and Commutors (Rs. 25-2-55-3-70).

Please see serial No.4 on p. 121 ante and serial No.9 on p. 98 ante (especially Jt,Secy's. orders in column12). F.D. may agree to the P.W.D. proposal.

(3) Daftaries (Rs.20-1/2-30).

Please see serial No.5 on p. 121 ante and No. 11 on p. 98 ante. By G.Rs: F.D. No. 1787/33mdated 25-3-1936, and 15-9-1936 Govt. sanctioned the following rates of pay for dataries.

Mofussil:

Rs. 25 p.m. in offices of heads of Deptts.

Rs. 20 p.m. in other offices.

Bombay City.

Rs. 30 p.m. in offices of Heads of Deptts. Rs. 25 in other offices.

There are the standard sanctioned revised rates of pay for daftaries under all Deptts and should apply to the P.W.D. also. The average cost of the scale proposed by the P.W.D. is Rs.25p.m

If this scale is accepted for the P.W.D. it is likely that Govt. may have to saction the same scale for daftaries in other departments. The result will be an increase in cost of other Deptts. also, as the majority of the posts at present must be on the lower rage of Rs. 20 p.m. As regards the duties of daftaries enumerated by the P.W.D. it may be stated that on the whole the duties of all daftaries must be more or less identical and variations in them in differenet offices due to local conditions cannot be taken into account when fixing the pay of a class of Govt. servants. For example the standard clerical scale is Rs. 25-5/2-55. It may be that in some offices clerks in that scale may be performing more responsible work then others drawing the same pay. This is not, however, accepted, as argument for sanctioning differenet scale so long as the work in general remains of the same type. The fixed rates of pay were sanctioned in the last general revision of pay scales after fill and careful consideration. It does not seem desirable to depart from these rates now. It may also be stated that one of the general principles adopted in the scrutiny of proposed scales of pay in dealing with this case was that where there were permanent posts carrying identical or analogous duties then the rates of pay attached to such posts should be adopted. As regards the argument advanced in Dy.Secy.P.W.D. remarks in column 7 on p. 121 ante it may be pointed out that P.W.D have accepted fixed rates of pay for peons, khalasis, tapalis etc. suggested by F.D. on the basis of the fixed rates of pay sanctioned for inferior servants in other Deptts. In the circumstances F.D. may adhere to its original view. The general G.Rs. quoted above should apply to the P.W.D. also.

It is ... to have uniformity regarding pays of posts of the same nature in diff.Deptts. fixed pays are quite common in the case of inferior servants. The rates proposed by the other may be advised h & m.

(4) Karkuns: Divl. and Sub-Divisional (Rs. 25-5/2-60 and Rs. 25-5/3-60). Please see serial No.7 on page 122 ante and No. 4 on p. 102 ante. Originally the P.W.D. had proposed one scale for Karkuns (Divl. as well as Sub-Divnl), viz. Rs. 25-5/2-60. As

		Rs.
Rs.25-5/3-60.	Average cost	
	Rs.25-5/2-55	44 p.m.
42 p.m.	Rs.25-5/2-60	46 p.m.

As against this F.D. suggested the standard scale of Rs. 25-5/2--55-. It does not seem desirable to have a multiplicity of scales for a class of servants whose duties must be more or less the same, allowed as stated above, for local variations. If For the sake of uniformity 25-5/2-55 is preferable to the new is approved, we may request the P.W.D. to accept the sca But if the P.W.D will still insist on their proposals we need not object. The cost will not be much more than our proposals. I do not think it is possible to lay down any proportion (5) Measurers, Inspectors, Signaller and Patkaris. Pleas e Id/- see serial Nos.8-13 onp. 122 ante. A general remark has been made by the P.W.D. that the pays are not inflated. They may not be inflated when considered with reference to prewar range of pays. But it seems they must be considered as inflated in the sense these pays exclude the incumbants from the benefit of pension and better leave terms. It is, therefore, reasonabl to make some reduction in these pays to cover leave and pension charges when the incumbants of the posts are to be admitted to these benefites. In this sense the pay scales proposed by the P.W.D. when compared with actual pay range on the temporary estabt, appeared to be generous. The following detailed remarks are offered.

(a) Measurers.

The P.W.D. accepts the scale suggested by F.D.

(b) Inspectors. The P.W.D. proposes Rs. 40-2-60 (section) and Rs. 25-1-35 (Canal) as against the scales of Rs. 40-2-5 and Rs. 20-1-35 suggested by F.D. The bombay pay range on the temporary estabt. is Rs. 20-60. The P.W.D. scales raises t minimum and retains the maximum. As pointed out above the temporary pays not carry benefits of pension and better leav and should, therefore, be reduced when these pay- are to be added to the posts. On this basis the scales suggested by F.D. were Rs. 20-1-35 one Rs.40-2-60. It is for orders whether F.D. should adhere to its original suggestions.

our proposals One proper also one I think reasonable and may be accepted. adhere to

(c) Signallers. The scale suggested by F.D. on Rs. 25-1-40-2-50.

The P.W.D. now proposes Rs. 25-2-45-1-60. The average cost of the former is Rs. 37½ p.m. while that of the latter is 40½ p.m. F.D. may agree.

(d) Pataris. The scale suggested by F.D. was Rs. 13-1/2-20. The P.W.D. now proposes Rs. 15-2/2-25. The pay range on the temporary establishment is Rs. 13-25. The average cost of the scale proposed by the P.W.D. is Rs. 21-1. p.m. ase against that of Rs. 17 p.m. of the scale suggested by F.D. There does not appear to be any justification for liberalising the payscale especially, if it is borne in mind that addl. benefits are to be made admissible to these men. As regards the argument that the scale suggested by F.D. is inadequate it may be pointed out that at present on the temporary etabts. suitable men are recruited on pays ranging from Rs. 13 to Rs. 25 p.m. There should, therefore, be no difficulty in recruiting men on the scale suggested by F.D. plus benefits of pension and leave. Id/- F.D. may adhere to the scales of Rs. 13-1/2-20 for these men.

(5) Liftmen.

Poona: F.D. suggested a fixed pay of Rs. 25 p.m. The P.W.D. proposes a scale of Rs. 18-1-30: the average cost of which is Rs. 24 p.m. may be agreed to the P.W.D. proposal.

Bombay. A fixed pay of Rs. 32 p.m. was suggested by F.D. The averate cost of the scale of Rs. 25-1-40 proposed by the P.W.D. is Rs. 33-3- p.m. We may agree to the P.W.D. proposal.

5. Para. 3 of P.W.D. note dated 11-5-43.

The P.W.D. has accepted the suggestions made in para.8 of the F.D. note dated 27-2-43 except which regard to work charged men to be made permanent. Please see Secy. P.W.D. marginal note on p. 125 ante. It is presumed that his proposal in respect of merely those men who are being made permanent under the present proposals; that is to say that the general orders issued in para.6 of G.F. P.W.D. No. 2648/36, dated 25-9-1941 should be relaxed in case of these men only. In future cases (which normally occur in the P.W.D.) of work charged men being transferred to permanent posts their pay will continue to be fixed in accordance with the principle mentioned in par. 6

of the circular refd: to above. If this is so then A of the P.W.D. office note is not correct. If we relax the orders in this case we will have to relax them in future cases also and not merely revise the orders in thiscase will have to relax them in future cases also and not merely revise the orders in a few past cases as stated by the P.W.D. in order to remedy invidious distinctions. Please see in this connection the illustration given in para 8(2) of F.D. office note dated 27-2043. If the P.W.D. proposes to reopen the decision contained in para. 6 of G.C. dated 25-9-41 and to amend it in the manner indicated inSecy. P.W.D.'s marginal remarks which should apply to the present case as well as future transfers to permanent estabt. Then the question will have to be considered in greater detail and that Deptt. may be requested to put up the proceedings underlying their Circular of 25-9-41 and to give fuller justification as to why this question should now be reopened. In the meanwhile for the purposes of the present ccase we may advise that para. 6 of the Circular should be strictly enforced as in other cases of work-charged men . When transferred to permanent estabts. in the P.W.D.

7, P.W.D. Note dated 14-5-43. F.D. may perhaps agree to the scales proposed by the P.W.D. for Maistries and Inspectors.

8. Service counting for pension.

Please see (i) para 11 of the F.D. office note dated 8-1-43. (ii) para. 4 of the P.W.D. office note dated 31-3-43, and (iii) The P.W.D. Secy's note dated 11-5-43. In the P.W.D. note it was suggested that half the period of temporary service and one-half or one-third of the period of work charged service should be allowed to count for pension. The P.W.D. recommends that 3/4th of the period of temporary service and 1/2 of the period of work-charged service may be allowed to count for pension. It may be noted that according to B.C.S.R. 240(1) the whole period of temporary service counts for pension. There would therefore be no objection to

to accept the P.W.D. proposal to allow 3/4th of the period of temporary service to count for pension. In the case of work-charged service, one half of the period of such service may be allowed to count for pension. The P.W.D. Secy's proposal to condone breaks in service to the extent of 1/10 of total service to the extent of Rs 1/10 of total service is reasonable and may be agreed to. This concession may be made applicable in the case of temporaey as well as work-charged estabt. P.W.D. proposals may be accepted.

Since the proposal in regard to temporary service is in conflict with the provisions of B.C.S.R. 240(1) Govt. servants concerned may be given the option of either remaining on temporary estabt. or comingon permanent eestabt.

9. The proposals in para. 5 of the P.W.D. office note dt. 31-3-43, regarding relaxation of age limit and exemptions from production of medical certificates of health may be agreed to.

10. The orders on this case may be given effect from 1st April 1943 as recommended by the ~~F.D.~~ P.W.D.

Id/- 1-6-43;

Id/-
1-6-43.

Id/-
5-6-43.

Jt. Sect. Id/-
12-6-43.

u.o.r. to the P.W.D. dt. 14-6-43

(E.B.)

Submitted with ref. to the notes pp. 126-128. ante.

2. Scales of pay. The only points of difference between this Deptt. and the F.D. as regards fixing the scales of pay for certain classes of tempy. and work-charged estabt. on their apptt. to the pt. or temporary establishment are detailed bellow:-

(i) Daftaries.:-

P.W.D. Scale. Rs.	F.D.Scale. Fixed pays.
	Bombay City.
20-1/2-30.	Rs. 30 p.m. in office of Heads of Deptts.
	Rs. 25 p.m. in other offices.
	Mofussil.
	Rs. 25 in offices of heads of Deptts.
	Rs. 20 in other offices.

This Deptt. had opined that one pay for years was hardly condusive to contentment. A scale of pay (mofussil) of Rs. 20-1/2-30 was accordingly proposed by this Deptt. The F.D. considers that it is desirable to have uniformity regarding pays of posts of the same nature in different departments. In view of this, the proposal made by the F.D. may, if approved, be accepted. It may, however, be added that there are a few posts graded pay s ever be fepermanent Daftaries already in existane in this Deptt. in the han a fixed ays for scale of Rs. 25-1/2-35. The incumbent of these posts will con- ny post but he F.D. -time in the above scale will their retirement, and these iew may be accepted posts. ess settlements will then be replaced by fixed rates of pay on retirements n this case. Id/14-8f the existing incumbents of the posts, if the F.D. view is accepted.

(ii) Inspectors

	P.W.D.Scale. Rs.	F.D.Scale. Rs.
Sectional.	40-2-60	40-2-50
Canal	25-1-35	20-1-35.

The F.D.proposes to adhere to its view because it wants to .D.Scales y be allo make some allowance for the benefits of pension and leave terms -7 The F.D. proposal is for orders.

(iii) Patkaries.

P.W.D.Scale. Rs.	F.D.Scale. Rs.
15-2/2-25.	13-1/2-20

The F.D. desires to adhere to its scale as the Patkaries

The F.D. desires to adhere to its scale as the Patkaries would be entitled to pension and better leave terms. The average of the scale proposed by the F.D. is Rs. 17 p.m. The duties allotted to Patkaries include regulation of water, etc. These duties are definitely arduous. It may not be possible to obtain Patkaries to start on Rs. 13 p.m. It for orders whether this Deptt. may expre es the scale already proposed. *** I consider that the P.W.D Scale may be pressed for if we are to get reasonably good men in the Patkaries class. Any irrigation office and irrigation will ensure clause the influence in future of a Patkarise may ever to be something better though case than an office pay Id/-14-7

3, Fixation of pays of permanent incumbents in the proposed scale of pays.

(i) Temporary estabt. This Deptt. and the F.D. have accepted the principle that pays of incumbents of the tempy. posts which will be converted into pt. posts should, on confirmation, be fixed in accordance with the orders issued in G.C.M.No. 2648/36, dated the 25-9-1941 as modified by G.R. N04051/36, dated the 10-10-1941.

(ii) Workcharged estabt. The F.D. suggests that in respect of members of the work-charged estabt. who may be brought on pt. or temporary estant. who may be brought on pt. or tempy. estant. the pays should be fixed in accordance with para. 6 of the G.C.M.No. 2648/36, dated the 25-9-1941. This means that members of the work charged estabt. who will be made permanent will start on the minimum of the pay scales. If the F.D. view is accepted it will mean that on the one hand Govt. has offered some concessions to this Class of estabt. and on the other hand the benefits arising out of these concessions are being denied. It is to be noted that the work charged posts are converted into premanent. Posts because they are continuously in existence for a considerable time. To all all intents and purposes these posts correspond to pt. posts. Most of the subdtes. who will be made pt/ against theseposts have put in several years of service and draw in their pays accordingly. To start these men on the minimum will be a distinct hardship. The presumption made by the F.D. as 'A' of its note on p. 134 may be confirmed. In view of the position explained above and the

I think. Id/- 14-7

and the Secy's orders against para. 3 of the B.N. at pp. 124-125 orders are requested whether this Deptt. may press its recommendation in respect of fixation of pays of work-charged estabt. who will be brought on pt. estabt.

4. Counting of previous tempy. or workcharged service for pension. The F.D° has agreed to the proposal made by this Deptt. that:-

(i) in the case of tempy. subdtes. to be brought on pt. estabt. 3/4ths of their previous continuous tempy. service should be allowed to count towards pension;

(ii) in the dcase of work-charged estabt. proposed to be brought on pt. estabt. ½ of their previous continuous work-charged service should be allowed to count towards pension.

(iii). breaks in continuous service not exceeding 1/10th c total service may be condoned for purposes of pension. This applied both to tempy. and work-charted men.

Yes. Id/- 14-7

5. The F.D. has suggested that tempy. supdtes. may be given the option of either remaining ontempy. estabt. or come on the pt. estabt. on the terms and conditions of service which are discussed in these papers and which will be ~~xxxxxx~~ communicated to local officers in the form of a G.R. hereafter. This Deptt. may agree to the suggestion. As in thecase of sub-dnl. estabt. it may further be ruled that option once exercised should be final and further that some time limit (say 6 months) may fixed for exercising the option.

I agree
Id/-
14/7

6. As proposed by this Deptt. the F.D. has agreed that the orders which may be issued in these papers may have an effect from the 1-4-43.

7. On receipt of orders on the above paras. these papers will be refd. back to the F.D. That Deptt. will be requested to return them through the P. & S.D., vide Para. 6 of the O.N. dated the 31-3-43.

Id/-S.A.J.
12/7/43

Margina.

Id/-
14/7

I agree, in general, with the O.N. above.

2/- To bring this long drawn out-case to an early conclusion.

Para 2 (i) of O.N. } I agree to F.D. view.

Para 2(II) of O.N. } I accept F.D. view.

Para 2(iii) of O.N. } I would ask F.D. to accept P.W.D. view.

For reasons stated in margina by the D.S.(L & R), to which I fully subscribes.

3/- Para 3(i) of O.N. } P.W.D. and F.D. agree in their views.

Para 3 (II) of O.N. } Work-charged estabt. was continued will now a peculiarity of the P.W.D. The members of this category are now.....

are now, also severe Govt. from year to year, for long periods covering 30 years and more. They should have been made ~~peen~~ permanent years ago. It is their misfortune, that Govt. could not find ~~to me~~ time to go into their case till now, and as they were not ~~make~~ permanent much earlier. Govt. has recognised the justice of their claims and has agreed to bring such men on perm. service. Such of them also were subjected to 10% ~~and~~ Cut in the post, may on being made pemm. be subjected to a further cut of 6¼%. Those who were not subjected to a cut of 10% in the draft may be subjected to 16%. It would be certainly going against the spirit of Govt. granted ~~xxxxx~~ loan of permanency, to deprive such body of men, benifit of all their ~~draft~~ past service and to start them de-nons, as fresh recruits!! I am asking Mr. Kale D.S.(L & R) to meet Jt. Secy. --F.D. and explain our Deptt. view. I trust F.D. will see its way to agree to our view on this point.

I shall discuss this case with the Jt. S (F.D.) ever he is free and he gives me ti time on the Telephone

Id/-
30/7/43

4/- I entirely endorse ~~about~~ what is stated in paras 4,5,6 of the ONS. There are no points of dis-agreement between F.D. or P.W.D.

y. Secy.P.W.

Id/-
29/7/43

U.O. to the Jt. Secy. F.D. dated the 2nd July 1943. August.

Finance Department.
'B' Branch.

Submitted as verbally directed by the Joint Secretary.

2. Details of eleven typicalcases of work-charged men to be made permanent under the proposals under considera-tion have been informally obtained from the P.W.D. The details of initial pays etc. have been worked out in the accompanying statements. It will be seen that in a large number of cases, if credit is given for half the total workcharged service for increments in the time scales, the initial pays exceed the pays the individuals concerned would draw if they are treated in the same manner as ~~tem-~~ temporary....

*half service is also being allowe to count for pens sion.

temporary men. It is clear that workcharged men should not get better treatment than the tempy. men otherwise there will be complaints from the latter. Even under the existing general orders re: the fixation of initial pays of such estabts. under the P.W.D. the work-charged men are accorded a definitely less liberal treatment than the tempy. men. In the circumstances we may suggest that the initial pays of work-charged men may be fixed on the basis of credit being given for half the work-charged service for increments in the time scale or what the individual would draw as initial pay if he is treated in the same manner as tempy. men, whichever is less.

3. It must be made clear that the suggestions made in para 2 above involves the relaxation of general orders contained in G.C., P.W.D. No. 2648/36 dated 25/9/41. This relaxation must be in respect of only of those persons who will be made permanent under the present proposals and that to as a special case. The general orders should continue to govern past, as well as future cases. It is desirable to specifically mention this fact in the orders to be issued on this case in order to avoid representations on grounds of invidious distinction. The P.W.D. may be advised accordingly.

Id/-
20/8/43

Following the discussion I had with D.S., P.W.D., I make the suggestions above in regard to workcharged service country for increments.

2. As regards patkaries, lapse to 15 2/2-25.

u.o.r. To the P.W.D. of 25/8/43 Id/-
22/8

NIK .....

Category - Inspectors in Northern Circle - Scale Rs.40-2-50-5/2-80.

		Position after confirmation. Pay on 1-4-43 Rs. p. m.	Cut.	Pay at the time of retirement. Rs. p. m.	Probabel pension Rs. p. m.
CASE NO. I. Details. Age on 1-4-43 - 50 years. Service on 1-4-43-20 Yrs. Pay on 1-4-43 -Rs.70 p.m.	On the basis of G.C.,P.W.D. No.2648/36 dated25-9-41-	40	43%	50	14
	On the basis of ½ service.	60	14%	70	20
	on the basis of 6½ cut.	65-10	6½%	75	21
CASE NO.II Details. Age on 1-4-43 -42 Years. Service on 1-4-43-19Yrs. Pay on 1-4-43 -Rs.80 p.m.	On the basis of P.W.D.G.C.	40	50%	70	30
	On the basis of ½ service.	60	25%	80	35
	On the basis of6½ cut.	75	6½%	80	35
CASE NO. III Details. Age On 1-4-43 - 36 Years. Service on 1-4-43 -17 Yrs. Pay on 1-4-43 -Rs. 70 p.m.	On the basis of G.C., P.W.D.	40	43%	80	40
	On the basis of ½ service.	55	21.5%	80	40
	On the basis of 6½% cut.	65-00	6½%	80	40
-Maistries.	Scale - Rs. 30-2-50-5/2-70				
CASE NO. Details. Age on 1-4-43 -46 Yrs. Service on 1-4-43 - 24 Years. Pay on 1-4-43 -Rs. 36 p.m.	On the basis of para 6 of G.C., P.W.D.No.2648/36 dated 25-9-41.	30	16 2/3%	48	20
	On the basis of ½ service.	55	Increase.	70	29
	On the basis of 6½ Cut.	33-12	6½%	50	21

Maistries contd------

Category -Maistries - Continued.

		Position after conformation. Pay on 1-4-43. Rs. P. M.	Cut.	Pay at the time of retirement. Rs. P. M.	Probable Pension. Rs. P. M.
CASE NO.2. Details. Age on 1-4-43 Years. Service on 1-4-43 Yrs. Pay on 1-4-43 -Rs.53 p.m.	On the basis of G.C.P.W.D.'s No. 2648/36 dated 25th Sept.1941.	30	43.4%	50	20
	On the basis of ½ service.	50	5.8%	70	28
	On the basis of 6¼% cut.	49-11	6¼%	70	28
CASE NO. 3. Details. Age on 1-4-43 -35 Yrs. Service on 1-4-43 -17 Years. Pay on 1-4-43 -Rs. 29 p.m.	On the basis of G.C.P.W.D.	30	3-13%	70	35
	On the basis of ½ service.	46	Increase.	70	35
	On the basis of 6¼ cut.	30	Increase.	70	35
CASE NO.4. Details. Age on 1-4-43-34 Yrs. Service on 1-4-43 -7 Yrs. Pay on 1-4-43 -Rs.35 p.m.	On the basis of G.C.'s P.W.D.	30	14.3%	70	35
	On the basis of ½ service.	36	Increase.	70	35
	On the basis of 16⅔ cut.	30	16⅔	70	35

Category - Divisional Karkuns. Scale - Rs. 25- 5/2- 60.

Case No. I Details. Age on 1-4-43 -48 Years. Service on 1-4-43 -28 Yrs. Pay on 1-4-43 -Rs.30 p.m.	On the basis of para 6 of G.C.'s P.W.D. No.2648/36-36 d/-25-9-41.	25	16 2/3 %	40	16
	On the basis of ½ service.	60	Increase.	60	25
	On the basis of 6¼ cut.	Rs.28/2/-	6¼%	40	16

Divisional Karkuns Contd----

Category - Divisional Karkuns - contd. Scale Rs.25-5/2-60

		Position after confirmation.			
		Pay on 1-4-43.	Cut.	Pay at the time of retirement.	Probable Pension.
		Rs. p.m.		Rs. p.m.	Rs. p.m.
CASE NO. II Details.					
Age on 1-4-43 - 46 Years.	On the basis of G.C.,P.W.D. No. 2648/36, dated 25-9-41.	25	25%	45	18
Service on 1-4-43 -24 Yrs.					
Pay on 1-4-43 -Rs.36 p.m.	On the basis of ½ service.	55	Increase.	60	25
	On the basis of 6¼% cut.	Rs.33-12	6¼%	50	18
CASE NO. III Details.					
Age on 1-4-43 -33 Yrs.	On the basis of C.G.,P.W.D.				
Service on 1-4-43 -15 Yrs.	No. 2648/36, dated the 25-9-1941.	25	7%	60	30
Pay on 1-4-43 -Rs.27 p.m.					
	On the basis of ½service.	40	Increase.	60	30
	On the basis of 6¼% cut.	Rs. 25/5/-	6¼%	60	30
CASE NO. IV Details.					
Age on 1-4-43 -32 Yrs.	On the basis of G.C.,P.W.D.				
Service on 1-4-43 - 10 Years	No.2648/36, dated 25th	25	22%	60	30
Pay on 1-4-43 -Rs.32p.m.	Septr.,1941.				
	On the basis of ½ service.	35	Increase.	60	30
	On the basis of 16% cut.	30	16%	60	30

NIK

We have got various categories of establishment under work-charged class:-

Overseers
Inspectors
Maistries
Karkuns
Mechanics
Plumbers.
Carpenters, etc.

Overseers ~~have~~ are only one of these categories with permanent cadre of their own since many years past. None of the others have corresponding permanent cadres till to.-day. It is now that we are proposing to establish corresponding permanent cadres for the required numbers out of each of the abovex categoires.

Hence, whenever Govt. issued orders concerning scales of pay on such cognate matters in the past referring to "Work-charged estbt." the category that was affected or concerned mostly was "Overseers" only, as Govt. had rarely to deal with cales of pay and such matters concerning other categories falling under the general class "work-charged estabt.". The G.C.M., P.W.D. No. 2648/36, dated 25-9-41, which is referred to in the previous discussion has to be read in the light of the above back-ground. It largely deals with the question of temp. or work-charged overseers, and the fixation of their salaries, etc. when made permanent. Para. 6 of the G.C.M. in question makes it clear at the start that no rules have been laid down in the past by Govt. in the matter of work-charged estabt. It also mentions that work-charged service is counted as break in service so far as applicability of old scales of pay is concerned. The notification of Govt. quoted viz. G.N. No. 150/33-B F.D. dt. 10-11-1937 makes this position clear. The other categories of work-charged estabt. under consideration in this file, had no old scales of pay and hence the question of applicability of the notification of Novr. 1938 does not arise in their case.

2. So far as overseers were concerned, G.M., P.W.D., No 2648/36, dated 12-12-38 made it clear that the pays of work-charged estabt. on appointment to permanent estabt. should generally be regulated in the sanctioned scales for permanent estabt. and that no distinction was to be made in the matter of increments, etc. between the tempy. or work-charged services.

3. The alternative of taking half the previous service, in combination with the proposed new scales as if operating from the start in the past, leads to very varying results in all cases and to serious incongruities in some cases. It fails to supply a standard that could justly be applied to all. It has very little to recommend in its favour. The present salaries of the various members of the work-charged estabt. have to be accepted as a basis to start with. There are certainly strong reasons why each member draws what he does at present, and we may not apply a hypothetical standard for the past, as it would lead to grave injustice in cases of many. I would therefore once again urge that my recommendations as at pp. 140-41 be reconsidered and the members of the work-charged estabt. now under consideration be permitted to be started in their permanent posts on the recogniaed rule of :-

(i) 16% reduction from their present salary in case 10% reduction is not made in the past.

(ii) 6⅔% reduction from their present salary in case 10% reduction has been made in the past.

4. I have only to emphasise one aspect of the present case. It is that we are here in the first instance, converting certain existing work-charged or tempy. posts into permanent posts, and then appointing some of the present incumbents of the former, to the latter. Such appointments have to be distinguished from the usual type of apptts. in which a man (on tempy. or work-charged) is appointed to a permanent existing post. In the former type, the person appointed is permitted to count his previous service towards pension, while in the latter he is not, as, he counts his service for pension only from the

date.....

date of his permanent apptt. to the permanent existing post.

I accept that the distinction stated above will be observed in the matter of proposals concerning the work-charged estabts. in the future.

5. When the Jt. Secy. F.D. (Mr. Venkatappiah), happened to be in Poona, in connection with the recent Ad Hoc Committee for Audit and Apprn. Accts., I took an opportunity to discuss this complicated case with him personally I hope the P.W.D. view point is now fully cleared to him.

6. The present case affects a large number of low-salaried employees of the P.W.D. They have been very anxiously awaiting the issue of Govt. orders in the matter that affects them so vitally. May I request the Jt. Secy. F.D., kindly to do whatever he can to enable us to issue early orders on this long-delayed case.

Id/-
16/9/43.

I would accept the proposal made by Secy. P.W.D. at the end of para. 3 in his above note. In regard to Overseers it has to be read with his marginal note dated 11-5-43 on p. 125 ante. Id/-
15/9

Will office pl. deal with this further and early. I have discussed this hurriedly with S.A.S. towhom a few points have been given. Id/-
22/9/43

Very Urgent. 3260/36

*with reference to paras 5 & 6 of the O.N. of the 31-3-43.

u.o. to the O. & S.D. of 25th September 1943.

P. & S. Deptt.

These papers relate to the proposed conversion of certain temporary posts and posts on work-charged establishments into permanent posts. This proposal involves relaxation of age limits and educational qualifications.....

qualifications in certain cases. Vide paras 5 and 6 of the P.W.D. note dated 31st March 1943 at p. 126.

2. These papers may be seen and returned to P.W.D.

Id/-
27/9/43

Id/-
27/9/43

u.s.

u.o.r. to P.W.D. dt.
28/7/43

Id/-
28/9

Id/-
28/9

NIK

P. W. D. Secretariat,
Bombay, 6th September 1943.

To

The Chief Engineer and Secretary to Government,
P. W. D., Bombay.

Sir,

I beg to make a petition as a draftsman in your office regarding my permanency and comparing them with those of other draftsmen in superintending Engineer's office, Executive Engineer, Presidency, Executive Engineers, Districts, and Electrical Engineer's office for your kind consideration.

I may state first that I am a qualified draftsman and passed the advanced Examination in Architecture in 1919.

I was serving in the office of the Executive Engineer's Presidency, C Sub-Division, and later I was taken in the office of the late Consulting Architect to Government on 1st August 1919 and remained in the office up to 1st August 1933, when my services were transferred to the P.W.D. Secretariat as a temporary draftsman.

The post of Head Draftsman (Permanent) in this office was abolished in 1-9-1936 on the grounds of "Diminished work due to the separation of Sind". It was, however, raised almost immediately as no work in P.W.D. Secretariat was ever diminished, on the contrary it increased gradually; and I may be permitted to show in a detail statement the increase of the work as follows:-

I have to attend to the Assistant Engineer's sketches supplying topo sheets, showing roads and bridges, etc.

I have to attend to the following Branches:-

Miscellaneous Branch.

(A) Topo sheets corrections.

(B) Electrical licenses, and preparing deposits maps for Secretary's signature and other drawing work.

Irrigation Branch.

(A) Sketches to be kept as office copies

(B) ???....

(B) Maps showing Irrigation works.

(C) Administration Irrigation report (diagrams).

Work Branch.

(A) Administration report (diagrams).

(B) Road maps.

(C) Miscellaneous drawing work.

(D) Type designs.(including attention to type designs).

(E) Roller chart.

Establishment Branch.

(A) Administration chart.

Issue Section.

(A) Sketches on tracing cloth for press and other drawing work.

(B) Blue prints and other drawing work for the Architectural Adviser if he wants them.

Secretary and Deputy Secretaries.

(A) Attending to sketches given by Secretary and Deputy Secretaries.

Work of the above nature is increasing from day to day and time to time in the P.W.D. Secretariat, and it is a fact as seen by the necessity of three additional new Branches, the "Communications Branch", the "Control Branch", the "Electrical Branch" and an extra "Assistant Secretary" which would also mean extra work for me, and yet nothing is considered about my permanency The necessity for converting my temporary post into a permanent post is thus self evident.

I may state that I am a qualified draftsman and as such I am elected as an Associate of the Indian Institute of Architects allied to the Royal Institute of British Architects, London, and I wish to state that there is not a single draftsman or Head draftsman in the whole P.W.D. of this qualification.

I, therefore, beg to request that the post I am holding at present may be converted into a permanent, pensionable post.

I beg to remain,
Sir,
Your most obedient servant.

Sd/-

(M. C. Bhatt).

-.-.-.-.-.-.-.-.-

P. W. D. Secretariat,
Bombay, 6th September 1943.

To
The Chief Engineer and Secretary to Government,
Public Works Department,
Bombay.

Sir,

I beg, to submit this petition to present certain grievances regarding my promotion and permanency in this Department, with the hope that the matter will receive your kind consideration.

At first, may I be permitted to point out, Sir, that Architecture at the present time in Bombay is receiving a greatdeal of attention, and as you are aware provision for the training and instruction of students has been made by Government at the Sir J. J. School of Architecture, Bombay, with very encouraging results.

Before the year 1909 the training consisted of a two years' course only but immediately afterwards, it was raised to fourxxxx years' course, and Government appointed two European lecturers, the Late Mr. G. Wittet and Mr. J.Mercer in charge of the Architectural Section; and from time to time ~~time~~ the school has been making great advances; and it is now claimed that the Bombay School of Architecture is doing for Bombay as much as the other schools of Architecture have done for France, Belgaum, America and England, and this fact the Bombay Government have recognised by a press note which appeared in the "Times of India" of 23rd December 1924 a cutting of which is appended - slipped 'A'.

Regarding my qualifications I beg to state that I have passed from the same school, the four years' course in building construction and the final examination in Architecture held in the month of November 1914.

In the third year course of architecture I was awarded a prize for merit for the best set of drawings.

On the 1st of July 1922 I joined the office of Consulting Architect to Government, P.W.D., as an Architectural

..... Draftsman.....

Draftsman and I remained there right up to the 30th April 1933, (21 years) on which date the Architectural Branch was abolished -Slipped 'B'.

From 1912 right up to 1918 a large number of important public buildings were designed by the late Mr. G.Wittet, Consulting Architect to Government, P.W.D., and these buildings are found in all parts of Bombay City and Presidency and I may mention a few of them:- the "Prince of Wales Museum of Western India", "the Royal Institutes of Science", "the Gat eway of India" "the Cowasjee Jehangir Hall", "the Examination School", "the Custom House", "the Small Cause Court" and a host of other buildings. May I quote the words of the Editor of the "Times of India" published on 8th February 1916 in which he said that all the above buildings have reached the "High water marks of architecturald esigns" --- "In all these buildings we have the work of one who has done more than any Architect to transform the face of Bombay and to justify its claim to be the first City in India."

As an architectural draftsman at that time in the above office of Consulting Architect to Government I claim to have assisted in drawing and preparing details of all the above buildings. Besides, designs done completely on my own initiative and won in open competitions, are three from the "Bombay Architectural Association", and two from the "Bombay Improvement Trust" one being a Facade for a four storied building and another for a six storied building. Another competition won was from the Government of India (pictorial) Post and Telegraphs Department.

Owing to my Architectural qualifications I ams elected as an Associate of the Indian Institute of Architects, Allied to the Royal Institute of British Architects, (London) and for the above Indian Institute I have done several honorary duties, once as a Secretary, a Council Member and later an Hon. Treasurer (Slipped 'C'); and I still continue to be a Council Member in the "Salaried Members' Council."

I am.....

I am also elected as an Associate of the Institute of Structural Engineers (London).

During the period of my retrenchment that is between 30th April 1933 and 20th October 1938 (five years) I was practising as an Architect in Bandra (Slipped 'D') and as such I had the opportunity of designing no less than 30 bungalows of varied nature, among them one was for Mr. Leo Braganza, Executive Engineer, G.I.P. Railway; and the other for Mr. V.V.Shaligram, Acting Deputy Commissioner, Bombay Municipality and out of the few certificates which I have received, I shall append one from the Acting Deputy Commissioner - Slipped 'E'.

On the 20th October 1938, I was taken in the office of P.W.D. Secretariat for my Architectural experience and also for past service in the office of the late Consulting Architect to Government, to assist Mr. E.C.Henerïques, the then Architectural Adviser, but the pay offered was only Rs. 140p.m. inaddition to my pension, Rs. 54-3-0 - Total Rs.194-3-0 P.M.

But in May 1939 I was offered (Slipped 'F') an appointment as architectural draftsman on Rs. 250/-p.m. plus Rs. 54-3-0 C. Pension - Total Rs. 304-3-0 P.M. and I was asked to report for duty on 1st of June 1939 in the office of Engineer-in-Chief, A.H.Q., Simla, and was willing to accept the appointment. I was also given to understand that the appointment would bear the cadre of an Assistant Engineer, and if my work was satisfactory, I would have a further increase in pay.

But Mr. E.C.Henerïques, Architectural Adviser to Government persuaded me to stay back, and to assist him, as he had in hand at that time the designs of four big Government buildings - the "High Court Extention", the "Law College", the "Ayurvedic Hospital" the "Ayurvedic College" and he (mr. Henrïques) told me that he would recommend me for an increase in my pay and status.

.....

By.....

By the end of January 1940, practically all the above 1/8" designs and drawings were completed, but in the beginning of February 1940 Mr. E.C.Henriques fell ill, and regret to say of which illness he did not recover and unfortunately died on the 24th of May 1940 and with his death went all my hopes for the future.

During the illness of the late Mr. E.C.Henriques, I carried out the work for the Architectural Adviser to Government and also for Mr. S.J.Marwekar, Architectural Adviser to Government, who was sent to Kirkee for ~~for~~ training for one month (as Regional Camouflage Officer). The nature of the work consisted of scrutinizing plans for the Back Bay Reclamation Buildings and buildings on other Government lands; also drawing detailed plan of Government Buildings under construction and I beg permission to append three or four specimens of work done (Slipped 'G', 'H' and 'I').

In the middle of May 1941, the Surgeon General with the Government of Bombay sent a telephone message to Deputy Secretary (Roads and Buildings) (Mr. Hammett) for an Architectural Draftsman to prepare sketch plans for an out-patients Department at the G.T.Hospital, and I was sent. A copy of the letter from the Surgeon General to the Deputy Secretary is appended (Slipped 'J').

Architecturally qualified draftsmen or Architects are gradually coming to be on a par with the qualified Engineer, this fact is seen by the activities of Architecture throughout Bombay and in India; but because I hold the name of "draftsman" in this office I am kept on the same level if not lower as any other draftsmen in the P.W.D. I beg to state that the Indian Institute of Architects is striving to make this discrepancy known to the various authorities; even the Journal of the "Indian an Engineering" in its editorial dated so far back is 1st August 1925 raised this question, the extracts of which I append (Slipped 'K');

~~Owing~~xx

Owing.....

Owing to war from 1939, I loyally abstained from Pressing my grievances with a view not to embarrass Government, but as the war situation is better, I humbly beg, Sir, that my petition be considered sympathetically for promotion and permanency.

I am 52 years old of which 26 years of service were given loyally and diligently to Government.

Thanking you in anticipation,

I beg to remain,

Sir,

Your most obedient servant,

Sd/-

NIK -.-.-.-.-.-.-.-

E.B.

Messrs. M.C.Bhatt and D.D'Silva, tempy. D'men in the P.W.D.Sectt. have represented that their tempy. posts may be converted in to permanent posts. Mr. D'Silva has in addition asked for promotion. It has however not clear what the request really implies as there is only one post in the scale of Rs. 90-5/2-140; the other tempy. post in the scale of Rs. 140-5-180 being held by Mr. Bhatt. The details of these two tempy. subdtes. are as under:-

		Mr. M.C.Bhatt.	Mr. D.D.'Silva
(1)	Academical qualiciations.	Passed advanced exam. in Architecture in 1919.	(1) Passed from the Sir J.J.School of Architecture, the 4 years course in bldg. constn. and final exam. (2) Elected Associat of the Indian Institute of Architects. (3) Elected Associat of the Institute of Struct. Engrs. (London).
(2)	Age on 1-10-43	48 yrs. 1 month.	51 yrs. 8 months.
(3)	Total service on 1-10-43.	24 years.	26 yrs. 8 months.
(4)	Pay on 1-10-43	Rs. 180 p.m. (Scale Rs. 140-5-180)	Rs. 140 p.m. plus pension Rs. 54/3(scale Rs. 90-5/2-140)

2. A brief history of the two tempy. posts is given below:-

(i) Post held by Mr. Bhatt. Mr. Bhatt was working as a tempy. Archi.D'man in the office of the late C.A. to Govt. since 1-8-19. On the abolition of C.A's office in July 1933 Mr. Bhatt's tempy. post was transferred to the P.W.D. Sectt. along with certain other staff. Thus on the 1-8-33 the P.W.D. Sectt. had two posts of D'men, viz one permanent post of a Head D'man and the other tempy. post of an Archi.D'man (held by Mr. Bhatt). As a result of the separation of Sind and of the discontinuance of the maintenance by this Deptt. of the demarcation survey plans

of.....

of Ry. lands situated in the Province of Bombay the permanent post of the Hd. D'man was abolished with effect from the 1-9-36, but the tempy. post of the Archl. D'man was continued, vide G.M.No. 603/36-E, dated the 10-9-36. Mr. Bhatt was entrusted with the remaining duties of the post of the permanent D'man in addn. to his own duties as Archl. D'man. The scale of pay of Mr. Bhatt's tempy. post was revised to Rs. 140-5-180, vide G.M.No. 786/36-E, dated the 17-8-1937. The post has been continued on tempy. basis since then. The duties at present required to be discharged by Mr. Bhatt are those mentioned at pp. 1-3 ante.

(2) Post held by Mr. D.D'Silva. In April 1938 the late Mr. E.C.Henreques, then Part-time Archl. Adviser to Govt. represented to Govt. the necessity of anaddnl. Archl. D'man to cope with the increased volume of work. After a good deal of nothing it was decided by Govt. that anaddnl. post of an Asstt. D'man was necy. in this Deptt. A tempy. post in the scale of Rs. 90-5/2-140 was accordingly sanctioned and Mr. D'Silva who was a re trenched D'man from C.A's office was appointed on Rs. 140 p.m. (in addn. to his pension of Rs. 54/3 p.m.) in that post. This post has also been continued on temporary basis.

3. The point for consideration is whether these two posts are required permanently. In 1939, the F.D. had taken up the general question of converting tempy. posts in different Deptts. into permanent posts,, if such posts were really required on pt. basis - vide F.D. Cir. No. 1787/33, dated the 9-3-39. It was laid down that the criteria to be followed in proposing conversion of tempy. posts into permanent posts should be whether the posts in which the subdtes. are employed were reqd. permanently.

Accordingly on the basis of the reports recd. from local officers, this Deptt. had recommended conversion of 887 tempy. posts into permanent posts. The recommendation was accepted by Govt. (as a new item) subject to the fixation of pay scales in cases where they were not so fixed. The cases of the two tempy. D'men in this office remained to be considered along with the reports received from the local officers through

inadvertance. The two posts of temp. D'man which have been continued from time to time in this office appear to satisfy the criteria laid down in the F.D.G.C.M. referred to above. In that case they would certainly have been included in the 887 posts approved by Govt. It is therefore for consideration whether these posts may now be so included subject to the condition that the number sanctioned by Govt. viz. 887, is not exceeded. The scale sanctioned for one of these posts viz. Rs. 90-5/2-140 is the same as that sanctioned for a D'man. The scale of the second post, viz Rs. 140-5-180 also does not require revision as it was sanctioned as late as July 1937.

4. If therecommendation in para. 3 above, is accepted, the F.D. may see these papers u.o.

Id/- S.A.D.
22-9-43

It is unfortunate that the two temporary posts of Draftsman in this office remained to be considered along with other posts. Prima facie these posts satisfy the criterion laid down in the Finance Department Circular of March 1939. The post of a permanent Draftsman existed in this Department for years and that of an Architectural Draftsman is clearly necessary as long as Building activities are in existence. These two temporary posts may accordingly be converted into permanent posts, subject to "A" in paragraph 3 of the Office Note.

Id/-
28/9/43.

Both the proposals made in the U.N. above may be accepted.

Id/-
7-10-43.

Yes, the two D'men, who have long years of service to their credit must be made perm. along with others.

I agree.....

I agree to restricting the number to be made perm. to 887, as xirex already accepted by the F.D.

Id/-
8/10/43

Confdl.

Jt. Secy. F.D. Id/-
12/10

Secy.

Id/-
13/10/43

~~Copies~~ office should please expedite final orders now.

Id/-
13/10

Id/-
14/10/43

3260/36

E.B.

Pleasex see item 111 of the Budget Memo. for the year 1943-44. Govt. decided to convert 877 temporary posts and 1,343 work charged posts in the permanent pensionable posts. It has also decided toconvert 425 posts on work-charged estabt. into temporary posts. This sanction was subject to fixation of pay scales for certain categories for which no scales were so far fixed. These pay scales have now been fixed in consultation wich the F.D. except in a few cases.

2. The F.D. and P.W.D. have agreed to the following general principles:-

(A) Grant of old or new scales of pay -

(1) Temporary subordinates should be given old or revised scales of payaccording to general orders of Govt.

(2) Work-charged subordinates on promotion to the permanent estabt. should be given new scale of payeven ~~th~~ though they may be in continuous service from a date prior to the 4-8-31.

(B).....

(B) Fixation of scales of pay.

(1) In fixing pays of subrodinates, both tempy. and work charged, (excepting the work charged Overseers and Surveyors) on promotion to the permanent estabt. the principle laid down in para. 2 of G.C.M., P.W.D. No. 2648/36, dated the 25-9-41 and modified by G.R.No. 4052/36, dated the 10-10-41 should be followed.

(2) The pays of work-charged Overseers and Surveyors on promotion to the permanent estabt. should be fixed according to para. 6 of G.C.M.No. 2648/36, dated the 25-9-41.

(C) Counting previous tempy. or work-charged Service for pension.

(1) Temporary Service. Three-fourths of the previous temporary ~~temporary~~ continuous service should be allowed for pension. Breaks aggregating to 1/10th of the total tempy. service should be condoned for the above purpose.

(2) Work charged service. One-half of the previous continuous work-charged service should be allowed for pension. Breaks aggregating to 1/10th of the total work-charged servide should be condoned for the above purpose.

(D) A general exemption may be granted in respect of the following in the cases of persons who will be promoted in these posts:-

(1) Relaxation of age limit.

(2) Passing the prescribed educational tests;

(3) Production of medical certificate of physical fitness.

(E) The orders should take effect from the 1-4-43.

2. Two draft resulutions- One for the tempy. estabt. and the other for the work charged estabt. are put up for pproval and submission.

4.....

4. In April 1943 Govt. decided to convert 877 tempy. posts into permanent pensionable posts. While the question of examination of pay scales for these posts was under consideration, the late Secy. (Mr.Aitken) directed/ that the number of keymen proposed to be made permanent should be reduced from 42 to 21. This resulted in 21 vacancies. of these, two vacancies were utilised in converting the tempy. posts of D'men in the P.W.D.Sectt. into pt. pensionable posts - vide notes at pp. 159-161. Thus instead of 877 tempy. posts originally proposed for conversion into pt. posts there will be only 858 posts which will now be required to be made pt.

Budget Memo. 1943-44 page 254 item III → personally but charged the figure in his own hand vide page 171 file 3260/36-II slip I

The difference of ten posts in the number of work-charged posts to be converted into tempy. posts as on account of reduction in some posts while the case was under detailed examn. in this Deptt. In ~~xxxxxxxxx~~ other words instead of 425 work-charged posts whichwere originally proposed for conversion into tempy. posts there will now be only be 415 work-charged posts for being converted into tempy. posts.

The necy. amendments have been made in the draft.

Id/-S.A.D.
23-10-43

After issue of the G.Rs., a Press Note will be issued.

Id/-
25/10/43.

The question of dealing with the pays drawn from 1-4-43 to the date of appointment to the Perm. Posts to be adjusted hereafter is being dealt with Separately. The proposed orders may not be held up for that reason.

Id/-
27/10

NIK

****

.....

A(R). The issue of these 2 G.Rs. will bring to a satisfactory conclusion a case which has a very long history. It is undertaken and discussed for very many years before the war and then put into "cold stowage" for the war. Subsequently, on the then Adviser (Mr.Knight)'s advice, H.E.Sir Roger Lumley agreed that it should be proceeded with (page 13 of File ¢ 3260/36/III/1942-43).

A(F)

H.E.C.S.

2. The issue of these orders will settle as far as possible a long-standing administrative difficulty of the department and a long-standing grievance of its employees.

3. As to financial cost, this will mostly balance out, See. e.g. New Item Statement on page 254 of the Blue Book placed below. This will merely transfer expenditure from one head to another. Reduction in pay too will mostly balance increased pensionary liability.

4. If His Excellancy requires more detailed explanation the case could be brought up by Sec. P.W.D. or myself.

H.E.Does not consider this necessary.

Id/-

Id/-
12/11/43.

Id/-
12/11.

A. (F)

H.E. (G.S.O

I approve.

Id/-
16-11-43.

Please issue orders without any delay.

Id/-
18-11-43.

3260/36 165-184

(E.B.)

The draft orders, proposed to be issued at pp. ante, will necessitate material changes in the detailed revised estimates for the current year as also in the demand for the year 1944-45.

2. It is not possible to take into account these charges for purposes of the prediminary demand for the year 1944-45 which is now due to reach F.D. These charges will, however, be required to be taken into account in the final demand for the year 1944-45.

3. It is proposed to issue advance copies of the two G.Rs. to the Local officers as per draft put up.

Id/-
19-XI-43

Id/-
19/11/43.

Id/-
19-11-43

Through A.B. & I.B.

Issue order & then put up.

Id/-
19/11

STATEMENT NO. III.

Statement showing the number of Superior and Inferior temporary posts under the Director, Development Department Chawls, converted into permanent pensionable posts.

Class of establishment.	Scale of pay sanctioned.	No. of temporary posts converted into permanent posts.	Remarks.
	Rs.		
SUPERIOR ESTABLISHMENT.			
Office of the Director.			
Director's Clerk.	135-5-185 (Bombay scale).	1	
Cashier.	(60-4-100-3-160-Old.(ii) (50-5-/2-90-5-140-New (plus special pay of (Rs. 30 p.m. (	1	
Clerks.	50-5/2-90-5-140 (Bombay scale).	3	
		5	
Office of the Manager, Development Department Chawls.			
Manager's Senior clerk.	100-5-160 (Bombay scale).	1	
Clerks.	(60-4-100-3-160-Old(ii)	4	
Chawl Superintendents.	50-5/2-90-5-140-New	9	
Mukadams.	23 p.m. (fixed).	7	
Watchmen.	23 p.m. (fixed).	8	
Peons.	23 p.m. (fixed).	9	
		37	
	GRAND TOTAL	42	

GR
20/11

Pl. also see clause(i) of G.R.No.3486/36 dt. 14.9.44 Id/- 29/9

Establishment.
Work-charged-
Conversion of-into per-
-manent and temporary.

GOVERNMENT OF BOMBAY.

PUBLIC WORKS DEPARTMENT.

Resolution No. 3486/36.

Bombay Castle, 19th November 1943.

Read Government Circular Memorandum (Finance Department), No. 1767/36, dated the 9th March 1939.

Read reports received from local officers in response to the above.

RESOLUTION.- Government decided in March 1939 to consider the question of extending the benefits of leave, pension, gratu-ity and Provident Fund to such of its subordinates whose posts were required permanently. After examining in detail the reports received from the local officers, Government is pleased to direct that, 1,343 posts which are at present borne on the work-charged establishment in the Public Works Department should be converted into permanent pensionable posts with effect from the 1st April 1943, It has also been decided by Government that 415 posts which are at present on the work-charged establishment in the Department should be brought on to the temporary establishment. Accordingly the numbers of posts shown in the accompanying Statements I and II which were hitherto on the work-charged establishment in the various circles should be brought on to the permanent or temporary establishment as shown therein.

for further orders pl.see G.R. No.3486/36, dt. 24-3-44. Sd/-

2. Scales of pay.- All the work-charged subordinates who will be appointed to the permanent or temporary posts referred to in paragraph 1 above should be granted revised scales of pays sanctioned in Statement No. 1 accompanying this Government Resolution.

The question of fixing of the scales of pay for posts men-tioned in Statement No. II is still under the consideration of Government . These posts should not be filled in substantively until pay-scales have been finally sanctioned by Government in thei cases.

3. Fixation of scales of pay.- (i) Except in the case of work-charged overseers or surveyors the pays of the work-charged subor-

-dinate..

-dinates, on being brought on to the permanent establishment, should be fixed as follows:-

(A) If a 10 per cent. cut has not already been effected in pay of the subordinates.- (1) No subordinate should be given a higher starting pay on the sanctioned time scale than that equivalent to 16 per cent. less than his pay on the work-charged establishment, subject to the provision that the pay so allowed is not less than the minimum pay of the time-scale and provided further that in the case of graduates and qualified clerks it is not less than the general initial rates of pay prescribed for them.

(B) If a 10 per cent. permanent cut has already been effected in the pay of the subordinates.- (1) In the case of work-charged subordinates whose pay-scales stop at Rs. 100 or less and whose pay s have already been subjected to a 10 per cent. permanent cut, a cut of only 6 ¼ per cent. should be applied on promotion to the permanent establishment.

(2) In the case of work-charged subordinates whose maximum pay--scales are morethan Rs. 100, the usual 16 per cent. cut should be applied as in (A) above.

(C) When the pay, after effecting the 16 per cent. or the 6¼ per cent. cut, as the case may be, does not adjust itself to a stage in the time scale, it should be fixed at the nearest lower stage in the time-scale and the subordinate should be granted personal pay (equal to the difference between the pay arrived at after effecting the cut and the lower stage of the scale) to be absorbed in future increments.

(D) The date of the next increment of the work-charged subordinates on promotion to the permanent establishment counts from the date of promotion to that establishment.

(ii) In the case of work-charged overseers and surveyous brought on to the permanent establishment , the principles enunciated in paragraph 6 of Government Circular Memorandum No. 2648/36, dated the 25th September 1941 ,should be applied for fixing of their pays on appointment to the permanent establishment.

(iii) The concession of fixing of pays of workecharged subordinates on promotion to the permanent establishment as given in (A) to (C) above

involve...

involves relaxation of the orders of Government contained in paragraph 6 of Circular No. 2648/36, dated the 25th September 1941. This relaxation has been sanctioned, as a special case, in respect of only such of the work-charged subordinates who will be promoted to the permanent establishment in the 1,343 posts. The general orders of Government will, however, continue to govern past as well as future cases.

4. Previous work-charged service counting towards pension.- Government has decided that, as a special case, work-charged subordinates who will be promoted to the 1,343 permanent posts referred to in paragraph 1 above should be allowed to count one-half of their previous continuous work-charged service towards pension. In calculating continuous work-charged service for this purpose, breaks in the work-charged service not exceeding one-tenth in the aggregate of the total work-charged service should be condoned.

5. Relaxation of the prescribed age-limit, educational qualifications and exemption from production of medical certificat of physical fitness.- A general relaxation of he prescribed age-limit and education qualifications as also a general exemption from the production of medical certificates of physical fitness is sanctioned, as a special case, in the case of subordinates who will be appointed to permanent or temporay posts with effect from the 1st April 1943.

6. Government is pleased to direct that such of the work-charged subordinates as do not desire to come on permanent establishment in accordance with the above orders should be given the option of remaining on the work-charged establishment. The option must be exercised within a period of three months from the date of issue of the orders to the individual and once exercised is final.

7. As a result of the above orders there will be material changes in the sanctioned cadres of subordinate services in the several circles. The local officers are requested to furnish the information regarding the cadres of the various subordinates services along with those called in paragraph 8 of Government

Resolution...

Resolution No. 3260/36, dated the 19th November 1943.

8. The orders issued in Political and Services Department Government Resolution No. 4083/34-IV, dated the 25th August 1943, for reserving 50 per cent. unreserved vacancies in Provincial services and keeping them substantively unfilled for the duration of War do not apply to the 1,343 work-charged posts which have been converted into permanent pensionable posts with effect from the 1st April 1943. These posts should accordingly be filled in substantively, subject to the orders issued in sub-paragraph of paragraph 2 of this resolution.

9. In selecting subordinates for filling the posts mentioned in paragraph 1 above a distinction should be made between staff engaged from year to year on general maintenance and repairs and those engaged for original works or special repairs for short periods. The subordinates employed in the latter category should not be given preference over the former in the matter of permanency.

Subordinates for appointments to the permanent or temporary posts should be selected according to the length of their total service unless they are considered by the appointing authority (for reasons to be recorded in writing) to be inefficient or unfit for being brought on to the permanent or temporary establishment. No subordinate with less than 5 years' total service should be appointed in these permanent posts without specific approval of Government.

10. The orders issued in the above paragraph do not apply to work-charged subordinates who were not in service on the1st April 1943.

By order of the Governor of Bombay,

Sd/-

(C.G. KALE,)

Deputy Secretary to Government.

G. R. No. 3486/36, P.W.D., dated the 19th November 1943.

To

The Finance Department.
The Political and Services Department.
The Revenue Department.
The Superintending Engineers of Circles.
The Electrical Engineer to Government.
The Director, Development Department Chawls.
The Consulting Public Health Engineer to Government.
The Accountant General, Bombay (through the Finance Department).
All Executive Engineers of Divisions.

No. of 1943.

Copy...

Copy forwarded for information and guidance to

Accompaniments to Government Resolution, Public Works Department, No. 3486/36, dated the 19th November 1943.

Id/-
18/12/43

STATEMENT No. I.

Statements showing the number of posts borne on the work-charged establishment in the Northern , Southern , Deccan Irrigation and Central Circles and under the Consulting Public Health Engineer to Government converted into permanent pensionable posts or temporary posts.

Designation.	Sanctioned scale for the post.	Number of posts converted into the permanentry pensionable posts.	Number of posts brought on to the temporary establishment.	Remarks.
Overseers(Civil and Mechancial) and Surveyors-	Rs.			
Deccan Irrigation Circle	54-4-90-E.B) -4-130.E.B)	3	2	
Central Circle	-5-150and) 175(Selection)	3	..	
Southern Circle	grade).)	9	..	
Public Health Branch		1	..	
		16	2	
Measurers-				
Deccan Irrigation Circle	20-5/3-50	20	4	
		20	4	
Inspectors-				
Northern Circle	40-2-50-E.B. -5/2-80 (Bombayscale),	17	2	
		17	2	
	x 40-2-50-E.B. /5/2-80-5-100 (Bombay scale)			

*G.R. No.3486/36,dt 14-9-44
Id/-
29/9/44

x G.L.No.7368/36-E(II), dated 27th Aug. 1945.

STATEMENT No.I-contd.

Designation	Sanctioned scale for the post.	Number of posts converted into permanent pensionable posts.	Number of posts brought on to the temporary establishment.	Remarks.
Maistries-	Rs.			
Deccan Irrigation Circle	30-2-50-E.B.-5/2-70.	48	3	
Southern Circle		39	2	
Northern Circle		44	7	
Central Circle		24	4	
Public Health Branch		3	..	
		158	16	
Karkuns-				
Deccan Irrigation Circle		39	17	
Southern Circle		9 105	15	
Northern Circle	Divisional 25-5/2-00 Sub-divisional 25-5/3-60 Sectional 20-2/2-40	111	23	
Central Circle		92	34	
Public Health Branch		9	2	
		356	111	
Tracers-				
Deccan Irrigation Circle	25-2-55-3-70	7	6	
		7	6	
itters-				
Deccan Irrigation Circle		5	1	
Northern Circle	30-5/2-75	4	..	
Central Circle		3	2	
Public Health Branch		13	1	
		25	4	
eter Readers-				
Northern Circle	25-5/3-75	13	..	
Public Health Branch		2	..	
		15	.. &	
halasis-				
Central Circle	Poona 18,17	..	4	
Public Health Branch	Other places 14,13	7	.. &&	
		7	1	

Watchmen, chowkidars puggis and Rakhawaldars :-			
Deccan Irrigation Circle .. ..)	As sanctioned for watchmen in G.R.F.D., No.1787/33, dated the 14th August 1936.	108	36
Southern Circle .. ..))		131	14
Northern Circle .. .. ..)		171	32
Central Circle .. .. ..)		119	77
Public Health Branch .. .. ..)		15	..
		544	159
	Grand Total	1,165	307

STATEMENT NO. II.

Statement showing the number of work-charged posts under the Superintending Engineers, the Electrical Engineer to Government and the Consulting Public Health Engineer to Government which has been converted into permanent pensionable posts but for which scales of pay have get to be sanctioned by Government.

Note.- These posts should not be filled in until the scales of pays have been sanctioned for them by Government.

Designation	Sanctioned scale for the post.	Number of posts converted into permanent pensionable posts.	Number of posts brought on to the temporary establishment.	Remarks.
	Rs.			
Mechanics-				
Deccan Irrigation Circle .. ..)	Scale under consideration of Government.	..	1	
Northern Circle .....)		3	..	
Central Circle .. ..)		..	2	
		3	3	
Carpenters-				
Deccan Irrigation Circle .. ,,)	Ditto	3	..	
Central Circle .. ..)	Do.	..	1	
Public Health Branch .. ..)		..	3	
		3	4	
Linemen-				
Deccan Irrigation Circle .. ..)	Scale under the consideration of Government	10	3	
Southern Circle .. ..)		..	2	
		10	5	

STATEMENT No.II-Contd.

Designation	Sanctioned scale for the post.	Number of posts convert-ed into pension-able posts.	Number of posts brought on to the temporary establish-ment.	Remarks.
	Rs.			
Mukadams (other than those employed on Revenue establishment).-				
Deccan Irrigation Circle	Do.	13	11	
Central Circle		..	37	
		13	48	
Drivers-				
Deccan Irrigation Circle	Do.	2	2	
Central Circle		1	.	
Public Health Branch		5	3	
		8	5	
Malis or gardeners-				
Deccan Irrigation Circle	Do.	9	2	
Northern Circle		2	..	
Central Circle		..	6	
Public Health Brach		..	3	
		11	11	
Sweepers-				
Deccan Irrigation Circle	Do.	7	..	
Northern Circle		1	..	
Public Health Branch		8	8	
		16	8	
Oilmen-				
Central Circle	Do.	6	..	
Public Health Branch		2	..	
		8	..	
Nala-keeper-				
Deccan Irrigation Circle	Do.	5	6	
Bhatmen-				
Deccan Irrigation Circle	Do.			

STATEMENT NO. II-contd.

1	2	3	4	5
Plumber-				
Northern Circle	Do.	1	..	
	Central Circle.			
Greasers	Scale under the consideration of Government.	2	..	
Malakaries ,, ..		2	..	
Tandels		8	5	
Caretakers for Tombs ..		..	2	
		4	7	
	Electrical Branch			
Electricians	Scale under the consideration of Government.	8	..	
Electroplaters		1	..	
Head-wiremen		29	..	
Lorrydrivers		2	..	
		40	..	
	Public Health Branch			
Mechanical Engineers ..	Scale under the consideration of Government.	3	..	
Shift Engineers ..		4	2	
Inspectors ..		2	..	
Attendents ..		4	3	
Fitting Chargeman ..		..	1	
Electrician ..		..	1	
Improver ..		1	..	
Turner ..		..	1	
Meterepairers ..		7	..	
Masons ..		..	3	
Black Saleksmith ..		1	..	
Painters ..		2	..	
Firemen ..		4	..	
Cleaners ..		6	..	
Turnkeys ..		2	..	
Turncocks ..		16	..	
Greaser Coolies ..		3	..	
		69	11	
	Grand Total	178	108	

Pl also see clause (i) of G.R. No. 3486/36, dt. 14-9-44.
Id/-
29/9/44.

Establishment.
Conversion of temporary into permanent pen-sionable.

GOVERNMENT OF BOMBAY.

PUBLIC WORKS DEPARTMENT.

Resolution No.3260/36.

Bombay Castle, 19th November 1943.

Read Government Circular Memorandum (Finance Department) No.1787/33, dated the 7th March 1939.

Read reports received from local officers in response to the above Circular Memorandum.-

RESOLUTION. - Government decided in March 1939 to consider the question of extending the benefits of leave, pension, gratuity and Provident Fund to such of its subordinates, whose posts were required permanently. After reviewing the reports received from the local officers, Government has decided that 888 temporary posts in the Public Works Department as per accompanying statements I-IV should be converted into permanent pensionable posts with effect from the 1st April 1943, subject to the remarks in the following paragraphs.

2. Scales of pays. - The temporary posts which have now been converted into permanent pensionable posts fall under the following two distinct categories, Viz. (i) temporary posts for which pay scales already exist for corresponding permanent posts, e.g., Overseers, Clerks, Draftsmen, etc., and (ii) temporary posts for which scales of pays have not been sanctioned by Government till now.

In respect of (i) above, i.e., for temporary posts for which corresponding permanent posts already exist, the scales, whether old or new, as may be, admissible under the general orders of Government, should be granted to the subordinates promoted in these posts.

In respect of (ii) above, new scales of pays mentioned in the accompanying statements I-IV should be grated.

3. Application of scales of pays. In applying scales of pays to subordinates, who will be brought on permanent pensionable posts, the following general principles should be observed:-

(1) A temporary subordinates who is in continuous service from a date prior to the 4th August 1931 should, on being brought on to the permanent establishment, be given the old scale of pay if either of the following conditions is fulfilled, viz-

(a) if he is in continuous service from a date prior to 4th August 1931 in the same type of post as that in which he is now being confirmed ; or

(b)if he is in continuous service from a date prior to 4th August 1931 in posts which have been grouped within the same promotion group and he is to be made permanent in one of these posts.

Note-There may be cases where a part of a temporary subordinate's continuous service after 4th August 1931 may be in a temporary post outside the promoition group which includes the post in which he is now to be confirmed. In such cases he may be allowedthe old scale, if it can be certified by the authority appointing him that he would have held a post within that promoition groupd had he not been appointed to the post outside it. It must be clear that the post referred to above must be a post on the temporary establishment. Appointment to a post on the workcharged establishment after 4th August 1931 constitutes a break in service under Note 3 below rule 4 of the New Rates of Pay Rules.

(2) If otherwise, he should be granted the new scale of pay.

(3) Subordinates for whom scales of pay did not exist so far, will be entitled to the scales of pay now sanctioned by Government in this Resolution.

4.Fixation of pays of Subordinates in the New scales of pay.-The of a temporary subordinate on being brought on to the permanent establishment should be fixed in accordance with the general orders of Government contained in Circular Memorandum No. 2648/36 dated the 25th September 1941 as modified by Government Resolution No. 4051/36, dated the 10th October 1941.

As laid down in paragraph 5 of Government Resolution No. 2648/36, dated the 25th September 1941, the date of next increment of the subordinates who will be brought on to the permanent establishment should count from the date on which they will be brought on to the permanent establishment.

5. Counting of previous temporary service towards pension-Under Bombay Civil Services Rule 240(1) Government has decided that temporary subordinates who will be brought on to the permanent pensionable establishment in the 858 posts referred to in statements I-IV, accompanying this resolution,should be allowed to count three-fourths of their previous temporary continuous service for purposes of pension. In calculating continuous temporary service for this purpose, breaks in the temporar-

temporary ~~work~~ service not exceeding one-tenth in the aggregate of the total temporary service should be condoned.

6. Relaxation of the prescribed age limit, educational qualifications and exemption from production of medical certificate of physical fitness A general relaxation of the prescribed age limit and educational qualifi-cations as also a general ~~exemption~~ exemption from the production ~~of~~ of medical certificates of physical fitness is sanctioned, as a special case, in the case of subordinates who will be appointed to these permanent posts with effect from ~~on~~ the 1st April ~~1942~~ 1943.

7. Government is pleased to direct that such of the temporary subordinates as do not desire to come on the permanent establishment in accordance with the above orders should be given the option of ~~remaining~~ remaining on the temporary establishment. The option must be exercised within a period of three months from the date of issue of the orders to the individual, and once exercised should be final.

8. As a result of the above orders, there will be material changes in the sanctioned cadres of subordinate services in the several ~~work~~ circles. The local officers are requested to furnish information regarding the cadres of the various subordinate services, so far as they are concerned, as on the 1st April 1943 after taking into account ~~for~~ the permanent posts sanctioned in this Resolution and Government Resolution No. 3486/36, dated the 19th November 1943. Explanations for variations in the cadres should be clearly given on the basis of the orders issued in Government Memorandum No. 4158/36, dated the 13th September 1941. Any additions to the cadres sanctioned after the 1st April 1943 should be shown separately.

The above information should be submitted, through the Accountant General, Bombay, so as to reach Government not later than the 3rd January 1944.

9. The orders issued in Political and Services Department, Government Resolution, No. 4083/36-IV, dated the 25th August 1943, for reserving 50 per cent. unreserved vacancies in Provincial Services and keeping them substantively unfilled for the duration of war do not apply to these 858 temporary posts which have been converted into permanent pensionable posts with effect from the 1st April 1943. These posts should accordingly be filled in substantively.

10. Subordinates for appointment to the permanent ~~new~~ posts should be selected according to the length of their total service unless they are considered by the appointing authority (for reasons to be recorded in writing) to be inefficient or unfit for being brought on to the permanent ~~establishment~~

establishment. No subordinate with less than 5 years' total service should be appointed to these permanent posts without specific approval of Government.* .. .. ..

*G.R.No.3486/36, dt.14.9.44. Id/- 29/9/44

11. These orders do not apply to temporary subordinates who were not in Government service on the 1st April 1943.

By order of the Governor of Bombay,

Sd/-

(C.G. KALE,)

Deputy Secretary to Government.

G.R.No. 3260/36, P.W.D., dated the 19th November 1943.

To

The Finance Department.
The Political and Services Department.
The Revenue Department.
The Superintending Engineers of Circles.
The Electrical Engineer to Government.
The Consulting Public Health Engineer to Government.
The Director, Development Department Chawls.
The Accountant General, Bombay (through the Finance Department)
The Executive Engineers of Divisions.

Id/- 21/12/43 No. of 1943. Copy forwarded for information and guidance to

Accompaniment to Government Resolution, Public Works Department, No. 3260/36, dated the 19th November 1943.

STATEMENT No. I.

Statement showing the number of Superior and Inferior temporary posts in the Public Works Department (excluding those under the Consulting Public Health Engineer, the Director, Development Department Chawls and Revenue and Survey establishment) converted into permanent pensionable posts.

Class of establishment.	Scale of pay sanctioned.	Number of temporary posts converted into permanent posts.	Remarks.
1	2	3	4
	Rs.		
SUPERIOR ESTABLISHMENT.			
Overseers-			
Northern Circle	(60-5-100-E.B.-10-170) (E.B.-10-250and 275) ((Selection grade)(Old).	1	
Southern Circle	(5½-4-90-E.B.-4-130-) (E.B.-5-150and 175)	5	
Deccan Irrigation Circle	((Selection garde((New).	15	
.. ..		21	
Draftsmen-			
P.W.D.Secretariat	One in the scale of Rs.140-5-180and one in the scale of Rs.90-5/2-140.	2	

1	2	3	4
	Rs.		
Draftsmen-			
Northern Circle	105-5/2-160(old)	1	
Deccan Irrigation Circle		1	
Central Circle	90-5/2-140(New)	1	
		3	
Assistant Draftsmen-			
Southern Circle	60-5/2-100(Old)	2	
Deccan Irrigation Circle	50-5/2-90(New)	2	
		4	
Tracers-			
Nortern Circle	25-2-55-3-70(New)	4	
SouthernCircle		2	
Deccan Irfigation Circle		20	
Central Circle		8	
		34	
Computors-			
Southern Circle	25-2-55-3-70(New)	1	
Central Circle		5	
		6	
Assistant Store-keepers-			
Central Circle	25-5/2-65(New)	3	
		3	
Clerks-			
Northern Circle	105-5-125(Old)	2	
Central Circle	95-5-115(New)	2	
		4	
Clerks-			
Northern Circle	75-5-100(Old)	4	
Deccan Irrigation Circle	(70-5-95(New)	5	
Central Circle		5	
		14	
Clerks-			
Northern Circle		11	
Southern Circle	30-5/2-E.B.-5/2-70-(Old)	4	
Deccan Irrigation Circle ,,	25-5/2-50.E.B.-5/2-65	13	
Central Circle ,, ...	(New)	2	
		30	
MISCELIANEOUS ESTABLISHMENT.			
Deccan Irrigation Circle-			
Fitter	30-5/2-75(New)	1	
Engine driver	20-1-30(New)	2	
		3	
Total, Superior Establishment		124	

1	2	3	4
INFERIOR ESTABLISHMENT.			
Liftmen-			
Northern Circle	25-1-40*(New)	2	*Bombay scale.
Central Circle	18-1-30(New)	1	
		3	
Daftaries-			
Northern Circle	Bombay City. (Rs. 30 per mensem each in offices of Heads of Depa-rtments. Rs.25 per mensem each in other offices. Mofussil. Rs.25 per mensem each in offic-es of Heads of Departments and Rs.20 per mensem each in other offices.	3	
Southern Circle		4	
		7	
Peons-			
Northern Circle	According to rates already sanctioned for Public Works Department infer-ior servants in Finance Department Government Resolution No.1787/33 dated the 14th August 1936.	7	
Southern Circle		2	
Deccan Irrigation Circle. ..		11	
Central Circle		5	
		25	
Chowkidars, watchmen and Darwans-			
Northern Circle		6	
Deccan Irrigation Circle		5	
Central Circle		22	
		33	
Head Hamal-			
Central Circle	19 per mensem(fixed)	1	
Hamals-			
Central Circle	17 per mensem(fixed)	4	
	Total, Inferior Establishment	73	
	Grand Total, Superior and Inferior Establishments	197	

STATEMENT NO.II.

Statement showing the number of Superior and Inferior temporary post under the Consulting Public Health Engineer to Government converted into pensionable posts.

Class of establishment.	Scale of pay sanctioned for the post.	Number of temporary poest converted into permanent posts.				Remarks.
		Consulting Public Health Engineer's Office.	Poona Water Works Sub-Division.	Daund Sub. Division	Total	
	Rs.					
Mechanical Assistant Engineer..	100-10-190-E.B.12-310	..	1	..	1	
Overseers (Civil)	60-5-100-E.B.10-170 - E.B.-10-250-275(Selection grade)-Old. 54-4-90-E.B.-4-130.	1	3	..	4	
Overseers(Mechanical)	E.B.-5-150-175(Selection grade) -New.	..	2	2	4	
Foremen	60-5/2-100-E.B.-105-5-150-(New)	..	..	4	4	
Clerks.	(75-5-100-Old. (70-5- 95-New.	1	1	1	3	
Clerks.	30-5/2-50 -E.B.5/2-70 Old 25-5/2-50-E.B.-5/2-95 -New.	1	..	..	1	
Clerks.	30-5/3-80-Old. 25-5/3-75-New.	1	1	2	4	
Cahier	70-5/2-95	..	1	..	1	
Assistant Draftsman	50-5/2-90(New)	1	..	..	1	
Tracer.	25-2-55-3-70-(New)	1	..	..	1	
Time-keepers	25-5/2 -65	..	2	1	3	
Water rate Collectors	One on 65 -5-85(New)and two three on 40-5/2-60 (New)	..	4	..	4	
Meter readers.	25-5/3-75(New)	..	6	..	6	
Assistant Store-keeper	25-5/2-65(New)	..	1	..	1	
Work-taker	25-5/2-65(New)	..	..	1	1	
Fitter(Boring)	30-5/2-75(New)	1	..	..	1	
Draftary	25(fixed)	1	..	..	1	
Peons and chowkidars	As sanctioned for inferior servants in Finance Department, Government Resolution, No. 1787/33, dated the 14th August 1936.	1	5	4	10	
		9	27	15	51	

STATEMENT NO. III.

Statement showing the number of Superior and Inferior temporary posts under the Director, Development Department Chawls, converted into permanent pensionable posts.

Class of establishment.	Scale of pay sanctioned.	Number of temporary posts converted into permanent posts.	Remarks.
	Rs.		
SUPERIOR ESTABLISHMENT.			
Office of the Director-			
Director's Clerk	135-5-185(Bombay scale).	1	
Cashier	(60-4-100-3-160-Old(Bombay-scale). (50-5/2-90-5-140-New (Bombay scale)plus special pay of Rs. 30 per mensem.	1	
Clerks	50-5/2-90-5-140(Bombay scale).	3	
		5	
Office of the Manager, Development Department Chawls-			
Manager's Senior clerk	100-5-160(Bombay scale)	1	
Clerks	(60-4-100-3-160-Old (Bombay scale).	4	
Chawl Superintendents	(50-5/2-90-5-140-New (Bombay scale.)	9	
Mukadams	23 per mensem (fixed)	7	
Watchmen	23 per mensem (fixed)	7	
Peons	23 per mensem (fixed)	9	
		& 37	
	Grand Total....	42.	

STATEMENT NO. IV.

Statement showing the number of Superior and Inferior temporary posts on the Revenue and Survey establishments converted into permanent pensionable posts.

Class of establishment.	Scale of pay sanctioned	Number of temporary posts coverted into permanent posts.	Remarks.
1	2	3	4
	Rs.		
SUPERIOR ESTABLISHMENT.			
Karkuns.-			
Deccan Irrigation Circle	New. (Divisional25-60.	64	
Central Circle*	(*Sub-Divisional 25-5/3-60.	*2 x 2	
Southern Circle*	(x Sectional 20-2/2-40.)		
		90.	

2	3	4
Measures-		
Deccan Irrigation Circle	( )	36
Central Circle	(20-5/3-50(New)	3
Southern Circle	( )	1
		40
Inspectors-		
Deccan Irrigation Circle	(Sectional 40-2-)	83
Central Circle*	(50-(New)	
	(*Canal 20-1-35	1
	((New))	
		84
Signallers-		
Deccan Irrigation Circle	(25-2-45-1-60(New)	53
Central Circle	( )	3
		56
MISCELLANEOUS ESTABLISHMENT.		
Deccan Irrigation Circle-		
Soil Classifier	110-8-150	1
Fieldmen	(30-35-5/2-60with)	3
Laboratory Assistant	(Rs. 25 per mensemdarl	
	(for 2 years for	
	(untrained men(New))	
		5
Total, Superior Establishment		275
INFERIOR ESTABLISHMENT.		
Patkaries-		
Deccan Irrigation Circle	(	
Central Circle.	(13-1/2-20(New)	) 37
Southern Circle	(	37
		8
		82
Sluice-keepers-		
Deccan Irrigation Circle	(13- 1/2-20(New)	) 11
Central Circle		8
		19
Keymen-		
Deccan Irrigation Circle	(13-1/2-20(New)	) 21
		21
Mukadams-		
Deccan Irrigation Circle	18-1-30(New)	4
		4
Khalasis-		
Deccan Irrigation Circle	( )	50
Central Circle	( )	x[illegible]
	( )	57
Chowkidars or Rakhawaldars-	(Rates sanctioned	
Deccan Irrigation Circle	(for peons under)	67
Central Circle	(Public Works)	15
	(Department in)	
	(Finance Depart)	
	(ment, Government)	
	(Resolution No.))	
	(1787/33, dated)	

1	2	3	4
	(the14th August 1936, should be adopted.	82	
Tapalis-			
Deccan Irrigation Circle.		20	
Central Circle		4	
		24	
Telegraph peons-	(*		
Deccan Irrigation Circle		4	
Total, Inferior Establishment		293	
Grand Total, Superior and Inferior Revenue and Survey Establishments		568	